Humana

Creation Date:	01/04/2018	**Accountable Dept:**	Clinical Care Services Compliance
Publication Date:		**Business Domain:**	14 Clinical and Wellness
Last Review Date:	06/01/2020	**Business Area:**	02.02 Compliance

Procedure: On-Going Monitoring

Description: This document ensures associates are practicing and maintaining valid licensure/certification/registration, if required for their role, at all times of employment.

Narrative:

Step:	Responsibility:	Action:

1	Credentialing Professional 1	Updates eVIPs with any changes to the associate's licensure and confirms license is active and unrestricted (without sanctions or limitations on licensure). Confirms the following:
		
		   a. Name on License matches the name of the associate
		   b. License Number
		   c. Date of Expiration
		   d. Licensure Sanctions
		   e. State of Licensure.

2	Credentialing Professional 1	Uploads a copy of the verification into eVIPs and updates the verification by tab:
		
		   a. Confirmed Date
		   b. Confirming User
		   c. Verification Source
		
		*Note if state has targeted verification abilities this is done automatically

	Verification Sources to include:	• Paper Copy • Electronic • Verbal: Only when another form of primary source verification is unavailable *Full listing of sources used can be found at go/mylicensure or here: State Board Websites-All Specialties

Scope: The following segment details the scope of licensure or certification monitoring:

Types of Practitioners Monitored	• Physicians (Medical Doctor or Doctor of Osteopathy) • Registered Nurses/Licensed Practical Nurses • Physician Assistants • Nurse Practitioners • Social Workers

		• Mental Health practitioners
Types of Licensure Monitored		• RN, LPN, APRN • LSW, LCSW, LICSW, LMSW • MD, DO • DEA, CDS • LPC, LMFT
Types of Certifications Monitored		• Certified Case Manager • Certified Care Manager • Care Guidelines Specialist • Certified Professional in Healthcare Quality • Certified Professional Coder

Please note: This list is inclusive but is not limited to the above. For a list of applicable certifications, see Certification List. This document can be found at go/mylicensure. A list of all applicable practitioner, license and certification types will be included in the addendum at the end of this document.

Procedure: Archiving a License

Description: This document describes the process of archiving a license in eVIPs.

Narrative:

Step:	Responsibility:	Action:
1	Credentialing Professional 1	Receives Archive License form from associate via Associate_Licensure@humana.com shared mailbox
2	Credentialing Professional 1	Locates associates record in eVIPs
3	Credentialing Professional 1	Clicks on and highlights license to be archived
4	Credentialing Professional 1	Add archive reason to notes text box and attach proper documentation
5	Credentialing Professional 1	Check "Archived" box
6	Credentialing Professional 1	Click "Save"

Definitions:

N/A

Owner:	Greta May	Executive Team Member:	
Accountable VP / Director:			

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New Hires and Transfers
Procedure: New Hire and Transfer Process

Description: This document outlines the intake procedure for a new associate who is in a role requiring licensure/certification/registration.

Narrative:

Step:	Responsibility:	Action:
1	Credentialing Professional 1	Receives a daily report from HR Analytics. Found in Workday under reports.

2	Credentialing Professional 1	The HR report includes all New Hires and Transfers, and must be filtered:
		
		1. Delete duplicate entries on the Employee ID (column A)
		2. Filter all Level 3 Management (column AH) except for Alan Wheatley(Retail) Chris Hunter (HGB) and William Fleming (HCS)
		3. Filter Job Family(column J)
		  a. (see Workday- Job Family spreadsheet)
		4. Filter to remove any Term Dates (column Y)
		5. Filter to only Worker Status to only Active (column H)
		6. Filter out anything that is not a licensable role Job Title (column M)
		  a. For example remove all Care Coaches but keep all Nurses
		7. Filter Cost Center (column U)
		  a. Remove: CMS Care Managers Network, Humana Government Business (HGB), Cost of Service In-Home, In-Home, Care Management Network, SB or Senior Bridge
		  b. Remove any Cost Center's not on Cost Center tab
		8. Divide out New Hires from Transfers
		  a. New Hires are filtered by Hire Date (column G), with dates selected that fall within one week of the HR Report date
		  b. Transfers have Hire Dates older than the report time frame
		
		9. Transfers
		  a. Compare Full Name with Yesterday's Full Name. Update name on Personal Info tab as necessary.
		  b. Compare Yesterday Cost Center – ID fields and Cost Center – ID fields. If cost ID is same and job title is different, check for previous job title to list a licensable role. If previous job title is licensable role, can remove from tracker.
		  c. Compare the Yesterday Job Title to the Job Title
		    1. If fields are different, the associate has transferred jobs and/or departments
		  d. If Cost ID is different cross check with Departments tab to see if they belong to the same segment.(Ie Retail.) If they belong to the same segment, then delete from tracker.

		1. Filter out all Yesterday Cost ID that we don't cover(in theory we would have already had them logged if they are a cost ID we already monitor and it's most likely that they are staying in a liensable role or moving up to a management position) e. Same Job Titles and Same Cost Centers- Ok to delete f.
3	Credentialing Professional 1	Look up provider in eVIPs, if no provider exists a "new professional" shell will have to be created.
4	Credentialing Professional 1	Create a new record in eVIPs for the New Hire and Transfer associates identified in the HR Report and populate the following information from the report into eVIPs(Tip: Highlight all William Flemming providers to remind you to use location tab in eVIPs.): Demographics Tab: a) Type b) Last Name c) First Name d) Birth Date e) SSN f) Employment Status: Fulltime-Regular g) HR Title h) App Status is to be assigned Additional Information Requested i) Status Date (today's date autopopulated) j) Credentialing Status: Licensure Only k) Status Date (today's date autopopulated) Personal Info Tab: a) Home address: primary b) Email- Type:primary c) System IDs-AIN-Use hire date & Hum ID (go/wthi) Locations Tab: a. Practice Name- the department name, type in Humana Inc and then select the department the associate falls under) b. Address Type- Corporate c. Note: Retail associates do not have an entry for Locations References Tab: (look in phone book, leader two levels up from associate) a. Reference Name b. Title c. Email Assign Tab – Departments: a. Department Name(type in cost center) b. Date From (transfers-use report date; new hire-use hire date) Assign Tab – Workgroups: a. Workgroup Name: HCS Licensure or Retail (Retail associates only)
5	Credentialing Professional 1	Sends email to Associate and their Leader that includes a link to the team SharePoint site intake form. If using mail merge, be sure to make sure Names are in Sentence Case-not all caps a. Link to New User Form b. New Associate Communication email i. Open in Word

		ii. Edit Recipient list, select New Hire Worksheet iii. Insert Merge Field, "Full Name" iv. Preview Results v. Finish & Merge- email- Email_Primary_Work vi. Subject Line: New Associate Action Required vii. Close document viii. File Save As- select team folder- New Hires and Transfers, label and save 1. Ex. "New Hire Communication 10-17-18" ix. Do not save any changes to the New Associate Communication
6	New Hire/Transfer Associate	Associate has 10 days to respond to the request for information.
7	Credentialing Professional 1	Crosscheck all recently added New User forms against tracker to determine if escalation is required. If New User form has been completed, archive provider on tracker.
8	Credentialing Professional 1	Escalates non-compliance to Leader, giving the Associate 5 additional business days to respond.
9	Credentialing Professional 1	Escalates to Senior Credentialing Professional if Leader or Associate does not respond within 5 business days.
10	Credentialing Professional 2	Credentialing Professional 2 may escalate to Manager of the Department for assistance in obtaining the licensure information.

11	Credentialing Professional 1	Loads the following information into eVIPs after Associate submits data
		
		Demographics Tab:
		   a. App Status – Change to Licensure Only
		License Tab:
		
		   a. Type
		   b. Sub Type
		   c. License #
		   d. Primary
		   e. Issue Date
		   f. Expiration
		   g. State
		   h. Status

12	Credentialing Professional 1	Verifies license:
		
		   a. Completes Primary Source Verification using state board website.
		   b. Queries Nursys for completeness check of all licenses.
		   c. If applicable, checks that home state in Locations tab matches Compact State License.

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Related Documents:

Workday- Job Family

New User Form

Termination
Procedure: Terminations Process

Description: This document outlines the termination procedure for associate(s) who leave the role no longer requiring monitoring by Healthcare Services Compliance Team.

Narrative:

Step:	Responsibility:	Action:
1	Credentialing Professional 1	Receives daily report from HR Analytics
2	Credentialing Professional 1	a. The HR report includes all New Hires, Transfers, and Terminations, and is filtered based on Termination Date, including all dates listed b. Remaining results are filtered by Job Family, only Job Families that include licensable roles are selected
3	Credentialing Professional 1	Finds determined terminations in eVIPs and select termed in the Employment Status field.
4	Credentialing Professional 1	Archives associate on the following eVIPs screens: a. Demographic b. License

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Humana

CNO Licensure Notification Process

Creation Date:	01/04/2018	**Accountable Dept:**	Chief Nursing Office
Publication Date:		**Business Domain:**	14 Clinical and Wellness
Last Review Date:	06/01/2020	**Business Area:**	02.02 Compliance

Procedure: Licensure Notification Process (30-60)

Description:

This document outlines the notification procedure for associates and their leaders whose licenses in any given state are due to expire in 30 or 60 days.

Narrative:

Step:	Responsibility:	Action:
1	Senior Credentialing Professional	Pulls Licensure Report through eVIPs and saves report as: [Month] [Year] 30-60 Report a. EX: May 2018 30-60 Report

4	Senior Credentialing Professional	Sorts 30-60 Report by license expiration date in ascending order.
		
		a. Titles Tab 1: 30 Day Licensure
		     i. Tab will list associates with licenses expiring within the next 30 days.
		
		b. Titles Tab 2: 60 Day Licenure
		     i. Tab will list licensure associates with licenses expiring within the next 60 days.
		
		c. Titles Tab 3: 30 Day Certifications
		     i. Tab will list licensure associates with certifications expiring within the next 30 days.
		
		d. Titles Tab 4: 60 Day Certifiations
		     i. Tab will list licensure associates with certifications expiring within the next 60 days.
		
		e. Titles Tab 4: 30 Day Credentialing
		     i. Tab will list YHA associates with licensure expiring within the next 30 days.
		
		f. Titles Tab 4: 60 Day Credentialing
		     i. Tab will list YHA associates with licensure expiring within the next 60 days.

6	Senior Credentialing Professional	Opens Word document for all pertinent communication and performs Mail Merge to send 30-60 expiration notices. a. Mailings b. Select Recipients c. Use Existing List d. Select tab e. Start Mail Merge f. Preview Results i. Subject Line: ACTION REQUIRED: __ Day Licensure Expiration Notice-OK g. Invalid Merge Field pop up, change to Issue State h. Finish and Merge a. Send Email Messages

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Related Documents:

Humana

Audit Licensure Request Process

Creation Date:	01/04/2018	**Accountable Dept:**	Chief Nursing Office
Publication Date:		**Business Domain:**	14 Clinical and Wellness
Last Review Date:	06/01/2020	**Business Area:**	02.02 Compliance

Procedure: Email Request

Description:

Narrative:

Step:	Responsibility:	Action:

	1	Manager	Manager will forward an email request for "Resume and Licensure Trackers"
	2	Credentialing Professional 1	Two links will be provided, one for the location that houses the Licensure Tracker (**task list**), the other for the location where the licenses will be stored (**Session x**).
	3	Credentialing Professional 1	Click on the task list link provided in the email a. The task list link is to a SharePoint site titled "2018 Audit Task List". Look in the right column and scroll down to "Documentation Trackers" and click on the "Licensure Tracker" link. b. This will open up the Licensure Tracker within SharePoint

Definitions:

Related Documents:

Procedure: Licensure Tracker Document

Description:

Narrative:

Step:	Responsibility:	Action:
1	Credentialing Professional 1	Look at the Associate and State on the tracker

2	Credentialing Professional 1	Go to eVIPs and bring up the associate (if possible)
		
		   a. Find the requested license in eVIPs and download it (see below for compact licensures).
		      a. The format should be License_(first name last name).
		         i. For example: If the associate is John Smith, the file should be named License_John Smith
		         ii. If the associate has multiple licenses being requested during this audit, add the state after the name
		         iii. For example: License_John Smith KY
		   b. Compact Licensures: If the associate has a compact license, and the license requested for audit falls under the compact states, attach a copy of the compact license instead of the single state license.
		      a. For example: Jane Doe's Georgia license is being requested. Jane Doe lives in Texas and has a compact license. Pull the Texas compact license for the audit. Indicate on the License Tracker that the license is compact

3	Credentialing Professional 1	If the licensure is not in eVIPs, but the associate is, verify the licensure for eVIPs and then download a copy for the audit.
4	Credentialing Professional 1	If the associate cannot be found in eVIPs, utilize Nursys a. Once in Nursys, download by license
5	Credentialing Professional 1	If the associate cannot be found in eVIPs and Nursys, make a Note in the Notes section of the tracker (scroll to far right) a. "Unable to locate license. Need primary residence" or "Unable to locate associate"
6	Credentialing Professional 1	On the tracker, insert your name under Assigned To column and the type of licensure (checkboxes for Located?, Nursys, Compact?".
7	Credentialing Professional 1	Upload the licenses to the folder using the "**Sessions**" link provided in the email.
8	Credentialing Professional 1	**When Completed** Send reply all email stating the task has been completed.

Definitions:

Related Documents:

Email Licensure Request Process

Procedure: Email Lincensure Request Process

Description:

Narrative:

Step:	Responsibility:	Action:
1	Credentialing Professional 1	Associate_Credentialing email inbox a. Look for ones that have an envelope with a bell i. Subject line will contain one of the following: a. New License b. Renew License c. Archive License d. Professional Licensure & Certification – Response #xxxxx
2	Credentialing Professional 1	Mark the one(s) you will work in your color category
3	Credentialing Professional 1	Open the email: a. Find the "Associate AIN" line – it will be the line under "Department" b. Copy the AIN – it will show as xxx,xxx (ex: 123,456). There are two uses for the AIN i. Search the inbox for other instances of this AIN Mark and open all emails with this AIN ii. Search eVIPs for the associate
4	Credentialing Professional 1	Open eVIPs, do an Advanced Search for AIN to pull up the correct associate, paste the AIN that was copied from the survey response email, and delete the comma from the AIN (ex: 12346)
5	Credentialing Professional 1	Verify the license numbers in the survey response match the associate just pulled up in eVIPs a. Verify the primary license matches the associate's state of residence b. Verify each license on the email notification **c.** Target verification (utilizing eVIPs verification process) **OR** d. Manual verification **i.** State verification site **OR** ii. Nursys Add license into eVIPs if license is not already in eVIPs. Label as Ex. DOE KY 20180521 e. Archive expired license
6	Credentialing Professional 1	Delete email

Definitions:

Humana

Licensure Monitoring Process Addendum

Creation Date:	09/05/2019	**Accountable Dept:**	Clinical Care Services Compliance
Publication Date:		**Business Domain:**	14 Clinical and Wellness
Last Review Date:	09/05/2019	**Business Area:**	02.02 Compliance

Practitioner Type:

Advanced Registered Nurse Practitioner (ARNP)
Associate Nurse
Certified Case Manager
Certified Nurse Midwife
Certified Nursing Assistant
Clinical Nurse Specialist
Clinical Social Worker (CSW)
Dietician (DT)
Doctor of Dental Medicine (DMD)
Doctor of Dental Surgery (DDS)
Family Nurse Pratitioner
Licensed Chemical Dependency Counselor
Licensed Clinical Social Worker (LCSW)
Licensed Counselor
Licensed Health Educator
Licensed Marital and Family Therapist (LMFT)
Licensed Master Social Work
Licensed Practical Nurse (LPN)
Licensed Professional Counselor
Licensed Social Worker
Licensed Vocational Nurse
Masters Social Worker (MSW)
Medical Doctor
Mental Health Counselor
Non-Licensed Associate
Non-Licensed Social Worker
Nurse Practitioner (NP)
Osteopathic Doctor (DO)
Personal Health Coach
Physician Assistant (PA)
Registered Nurse (RN)
Registered Social Work
Respiratory Therapist (RT)
Social Worker

License Type:

Advanced Practice Nurse
Advanced Practice Registered Nurse
Advanced Practice Social Work
Associate Nurse
Associate Social Work
Behavioral Science and Health Education
Certified Nursing Assistant
Certified Social Work
Clinical Mental Heatlh Counselor
Clinical Nurse Specialist
Clinical Social Work
Community Health Educator
Controlled Substance
DEA
Dentist
Dietician
License Independent Clinical Social Work

Licensed Baccalaureate Social Worker
Licensed Chemical Dependency Counselor
Licensed Chemical Dependency Counselor III
Licensed Clinical Social Work
Licensed Graduate Social Work
Licensed Health Educator
Licensed Independent Clinical Social Work
Licensed Independent Substance Abuse Counselor
Licensed Marriage and Family Therapist
Licensed Master Social Work
Licensed Practical or Vocational Nurse
Licensed Professional Counselor
Licensed Professional Counselor Intern
Licensed Social Work
Marriage and Family Therapist
Master Social Work
Medical Doctor
Medical Physician and Surgeon
Mental Health Counselor
Nurse Midwife
Nurse Practitioner
Osteopathic Physician (DO)
Pharmacist
Physician (MD)
Physician Assistant, Allopathic
Qualified Supervisor Mental Health Counselor
Registered (Professional) Nurse
Registered Clinical Social Worker Intern
Registered Social Work
Respiratory Care Professional
Social Work
Specialized Nurse

Professional Clinical Certifications:

ACCNS-AG®	Adult-Gerontology Clinical Nurse Specialist (wellness through acute care)
ACCNS-N®	Neonatal Clinical Nurse Specialist (wellness through acute care)
ACCNS-P®	Pediatric Clinical Nurse Specialist (wellness through acute care)
ACE®	Advanced Health & Fitness Specialist
ACE®	Group Fitness Instructor Certification
ACE®	Lifestyle & Weight Management Consultant
ACE®	Personal Trainer Certification
ACHPN®	Advance Certified Hospice and Palliative Nurse
ACHPN®	Advance Certified Hospice and Palliative Nurse
ACHP-SW	Advanced Hospice and Palliative Social Worker
ACHRN	Advanced Certified Hyperbaric Registered Nurse
ACM	Accredited Case Manager
ACNP-BC	Acute Care Nurse Practitioner - ANCC
ACNPC®	Adult Acute Care Nurse Practitioner
ACNPC-AG®	Acute Care Nurse Practitioner (Adult - Gerontology)

ACNS-BC	Adult Clinical Nurse Specialist
ACRN	AIDS Certified Registered Nurse
ACSM-Certified Personal Trainer	Certified Personal Trainer; Exercise Specialist; Clinical Exercise Specialist; Health/Fitness Instructor; Registered Clinical Exercise Physiologist
ACSW	Academy of Certified Social Workers
AE-C	Certified Asthma Educator
AFN-BC	Advanced Forensic Nursing
AGACNP-BC	Adult-Gerontology Acute Care Nurse Practitioner
AGCNS-BC	Adult-Gerontology Clinical Nurse Specialist-Board Certified
AGN-BC	Advanced Genetics Nursing
A-GNP	Adult-Gerontology Primary Care Nurse Practitioner
AGPCNP-BC	Adult-Gerontology Primary Care Nurse Practitioner
AHN-BC	Advanced Holistic Nurse Board Certified
ANP-BC	Adult Nurse Practitioner - ANCC
ANVP-BC	Advanced Neurovascular Practitioner
AOCN®	Advanced Oncology Certified Nurse
AOCNP®	Advanced Oncology Certified Nurse Practitioner
AOCNS®	Advanced Oncology Certified Clinical Nurse Specialist
APHN-BC	Advanced Practice Holistic Nurse, Board Certified
APHN-BC	Advanced Public Health Nurse (Public/Community Health Clinical Nurse Specialist - PHCNS-BC prior to 2008)
APHN-BC	Advanced Public Health Nursing
APNG	Advanced Practice Nurse in Genetics
ASW-G	Advanced Social Worker in Gerontology
AT	Certified Athletic Trainer
BC-ADM	Advanced Diabetes Management for Clinical Nurse Specialist & Nurse Practitioner
BMTCN	Bone Marrow Transplant Certified Nurse
CAAMA	Credentialed member, American Academy of Medical Administrators
CACP	Certified Anticoagulation Care Provider
C-ACYFSW	Certified Advanced Children, Youth, and Family Social Worker
CADC	Certified Alcohol & Drug Counselor
CALA	Certified Assisted Living Administrators
CANS	Certified Aesthetic Nurse Specialist
CAPA®	Certified Ambulatory Perianesthesia Nurse
CARN	Certified Addictions Registered Nurse
CARN-AP	Certified Addictions Registered Nurse - Advance Practice
CASC	Certified Administrator Surgery Center
C-ASWCM	Certified Advanced Social Work Case Manager
CBC	Certified Breastfeeding Counselor
CBCN®	Certified Breast Care Nurse
CBEC	Clinical Breast Examiner
CBIS	Certified Brain Injury Specialist
CBIST	Certified Brain Injury Specialist Trainer
CBN®	Certified Bariatric Nurse
CBPN-Cancer	Certified Breast Patient Navigator - Cancer
CBPN-Imaging	Certified Breast Patient Navigator - Imaging
CCA	Certified Coding Associate

C-CATODSW	Certified Clinical Alcohol, Tobacco & Other Drugs Social Worker
CCCN	Certified Continence Care Nurse
CCCTM	Certified in Care Coordination and Transition Management
CCDC	Certified Chemical Dependency Counselor
CCDS	Certified Cardiac Device Specialist
CCDS	Certified Clinical Documentation Specialist
CCE	Certified Childbirth Educator
CCHN(C)	Certified in Community Health Nursing (Canada)
CCHP	Certified Correctional Health Professional
CCHT	Certified Clinical Hemodialysis Technician
CCM®	Certified Case Manager
CCMHC	Certified Clinical Mental Health Counselor
CCN	Certified Corrections Nurse
CCN(C)	Certified in Cardiovascular Nursing (Canada)
CCNS®	Acute/Critical Care Clinical Nurse Specialist (Adult, Neonatal, Pediatric)
CCP	Certified in Cardiovascular Perfusion
CCP-C®	Critical Care Paramedic - Certified
CCRA®	Clinical Research Associate
CCRC®	Certified Clinical Research Coordinator
CCRN®	Acute/Critical Care Nursing (Adult)
CCRN®	Acute/Critical Care Nursing (Neonatal)
CCRN®	Acute/Critical Care Nursing (Pediatric)
CCRN®	Critical Care Registered Nurse. Please use the individual certifications available for CCRN Adult, Neonatal, and Pediatric Acute.
CCRN-CMC	Critical Care RN with Cardiac Medicine Subspecialty
CCRN-CSC	Critical Care RN with Cardiac Surgery Subspecialty
CCRN-E	Tele-ICU Acute/Critical Care Nursing (Adult)
CCRN-K™	Acute Critical Care Knowledge Professional (Adult)
CCRN-K™	Acute Critical Care Knowledge Professional (Neonatal)
CCRN-K™	Acute Critical Care Knowledge Professional (Pediatric)
CCRP	Certified Cardiac Rehabilitation Professional
CCRP	Certified Clinical Research Professional
CCS	Certified Coding Specialist
CCT	Certified Cardiographic Technician
CCTC	Certified Clinical Transplant Coordinator
CCTN	Certified Clinical Transplant Nurse
C-CYFSW	Certified Children, Youth, and Family Social Worker
CD	Certified Labor Support Doula
CDDN	Developmental Disabilities Nursing Certification
CDE	Certified Diabetes Educator
CDE	Certified Diabetes Educator Certification
CDIP	Clinical Documentation Improvement Professional
CDMS	Certified Disability Management Specialist
CDN	Certified Dialysis Nurse
CDON/LTC	Certified Director of Nursing in Long Term Care
C-EFM	Electronic Fetal Monitoring
CEN®	Certified Emergency Nurse

CENP	Certified in Executive Nursing Practice
CEPS	Certified EP Specialist
Cer.A.T.	Certified Anesthesia Technician
Cer.A.TT	Certified Anesthesia Technologist
CETN(C)	Certified Enterostomal Therapy Nurse (Canada)
CFA®	Certified Surgical First Assistant
CFCN®	Certified Foot Care Nurse (new)
CFN	Certified Forensic Nurse
CFRN®	Certified Flight Registered Nurse
CGN(C)	Certified in Gastroenterology Nursing (Canada)
CGRN	Certified Gastrointestinal Registered Nurse
CHC	Certified Health Care Compliance
CHCE	Certified Home/Hospice Care Executive
CHCQM	Certified Healthcare Quality Management
CHCR	Certified Health Care Recruiter
CHE, FACHE	Certified Healthcare Executive
CHEP	Certified Healthcare Emergency Professionals
CHES	Certified Health Education Specialist
CHFN	Certified Heart Failure Nurse
CHN	Certified Hemodialysis Nurse
CHPCN(C)	Certified in Hospice Palliative Care Nursing (Canada)
CHPN®	Certified Hospice and Palliative Nurse
CHPN®	Certified Hospice and Palliative Nurse
CHPPN®	Certified Hospice and Palliative Pediatric Nurse
CHPPN®	Certified Hospice and Palliative Pediatric Nurse
CHP-SW	Certified Hospice and Palliative Social Worker
CHRC	Certified in Healthcare Research Compliance
CHRN	Certified Hyperbaric Registered Nurse
CHRNC	Certified Hyperbaric Registered Nurse Clinician
CHSE	Certified Healthcare Simulation Educator
CHT	Certification in Hyperbaric Technology
CHTC	Certified Hematopoetic Transport Coordinator
CIC®	Certified in Infection Control
CIME	Certified Infant Massage Instructor/Educator
CIP	Certified Institutional Review Board (IRB) Professional
CJCP	Certified Joint Commission Professional
CMAS	Certified Medical Audit Specialist
CMC	Care Manager Certified
CMC®	Cardiac Medicine (Subspecialty) Certification
CMCN	Certified Managed Care Nurse
CMOM®	Certified Medical Office Manager
CMPE	Certified Medical Practice Executive
CMRP	Certified Materials & Resource Professional
CMSN(C)	Certified in Medical-Surgical Nursing (Canada)
CMSRN®	Certified Medical-Surgical Registered Nurse
CNCC(C)	Certified Nurse in Critical Care (Canada)
CNCCP(C)	Certified Nurse in Critical Care Pediatrics (Canada)

CNE	Certified Nurse Educator
CNeph(C)	Certified in Nephrology (Canada)
CNHA	Certified Nursing Home Administrators
CNL®	Clinical Nurse Leader
CNLCP	Certified Nurse Life Care Planner
CNM	Certified Nurse Midwife
CNML	Certified Nurse Manager and Leader
CNML	Certified Nurse Manager and Leader
CNN	Certified Nephrology Nurse
CNN(C)	Certified in Neuroscience Nursing (Canada)
CNN-NP	Certified Nephology Nurse - Nurse Practitioner
CNOR®	Certified Nurse Operating Room
C-NPT	Neonatal Pediatric Transport
CNRN	Certified Neuroscience Registered Nurse
CNS-BC	Clinical Nurse Specialist, Core
CNSC	Certified Nutrition Support Clinician
CNSN	Certified Nutrition Support Nurse
COCN	Certified Ostomy Care Nurse
COHN	Certified Occupational Health Nurse
COHN(C)	Certified in Occupational Health Nursing (Canada)
COHN/CM	Certified Occupational Health Nurse, Case Management
COHN/CM/SM or COHN-S/CM/SM	Certified Occupational Health Nurse, Safety Manager with CM
COHN/SM or COHN-S/SM	Certified Occupational Health Nurse, Safety Manager
COHN-S	Certified Occupational Health Nurse-Specialist
CON(C)	Certified in Oncology Nursing (Canada)
CORLN	Certified Otorhinolaryngology Nurse
COS-C	Certificate for OASIS Specialist - Clinical
CPAN®	Certified Post Anesthesia Nurse
CPC-H	Certified Professional Coder-Hospital
CPDN	Certified Peritoneal Dialysis Nurse
CPEN	Certified Pediatric Emergency Nurse
CPEN®	Certified Pediatric Emergency Nurse
CPFI	Certified Prenatal/Postnatal Fitness Instructor
CPHIMS	Certified Professional in Healthcare Information and Management Systems
CPHM (Formerly CPUR / CPUM)	Certified Professional in Healthcare Management
CPHON®	Certified Pediatric Hematology Oncology Nurse
CPHQ	Certified Professional in Healthcare Quality
CPHRM	Certified Professional in Healthcare Risk Management
CPLC	Certified in Perinatal Loss Care
CPLC	Certified in Perinatal Loss Care
CPLP	Certified Professional in Learning and Performance
CPMHN(C)	Certified in Psychiatric and Mental Health Nursing (Canada)
CPN(C)	Certified in Perioperative Nursing (Canada)
CPN®	Certified Pediatric Nurse
CPNP®-AC	Certified Pediatric Nurse Practitioner - Acute Care

CPNP®-PC	Certified Pediatric Nurse Practitioner - Primary Care
CPON®	Certified Pediatric Oncology Nurse
CPPS	Certified Professional in Patient Safety
CPSN	Certified Plastic Surgery Nurse
CPTC	Certified Procurement Transplant Coordinator
CQA	Quality Auditor
CRLS	Certified Renal Lithotripsy Specialist
CRN	Certified Radiology Nurse
CRN(C)	Certified in Rehabilitation Nursing (Canada)
CRNA®	Certified Registered Nurse Anesthetist
CRN-C	RN-Coder
CRNFA®	Certified Registered Nurse First Assistant
CRNI	Certified Registered Nurse Infusion
CRNO	Certified Registered Nurse Ophthalmology
CRRN®	Certified Rehabilitation Registered Nurse
CRT	Certified Respiratory Therapist
CSC®	Cardiac Surgery (Subspecialty) Certification
CSHA	Certification Specialist in Healthcare Accreditation
CSPHP	Certified Safe Patient Handling Professional
CSPI	Certified Specialist in Poison Information
CSSBB	Six Sigma Black Belt
CSSM	Certified Surgical Services Manager Credential
C-SSWS	Certified School Social Work Specialist
CST®	Certified Surgical Technologist
C-SWCM	Certified Social Work Case Manager
CSW-G	Clinical Social Worker in Gerontology
C-SWHC	Certified Social Worker in Health Care
CT	Certified in Thanatology: Death, Dying and Bereavement
CTN-A	Certification in Transcultural Nursing - Advanced
CTN-B	Certified Transcultural Nurse - Basic
CTP	Certified Transplant Preservationist
CTRN®	Certified Transport Registered Nurse
CUCNS	Certified Urologic Clinical Nurse Specialist
CUNP	Certified Urologic Nurse Practitioner
CURN	Certified Urology Registered Nurse
CVNE	Cardiovascular Educator
CVNP	Cardiovascular Nurse Practitioner
CVNS	Cardiovascular Nurse Specialist
CVRN-Level I	Cardiovascular (Ed, telemetry, & stepdown)
CVRN-Level II	Cardiovascular (CCU/CVICU and Cath lab)
CVRN-Level III	Cardiovascular (Cath Lab, Intervention IF RCIS-certified)
CWCA	Certified Wound Associate
CWCN	Certified Wound Care Nurse
CWOCN	Certified Wound, Ostomy, Continence Nurse
CWOCN-AP	Certified Wound Ostomy Continence Nurse Advance Practice
CWON	Certified Wound Ostomy Nurse
CWS	Certified Wound Specialist

DCNP	Dermatology Certified Nurse Practitioner
DCSW	Diplomate in Clinical Social Work
Dipl. A.B.T.	Diplomate Asian Bodywork Therapy
Dipl. Ac.	Diplomate Acupuncture
Dipl. C.H.	Diplomate Chinese Herbology
Dipl. O.M.	Diplomate Oriental Medicine
DNC	Dermatology Nurse Certified
DTR	Dietetic Technician, Registered
EDAC	Evidence-Based Design Accreditation and Certification
ENC(C)	Emergency Nurse Certified (Canada)
ENP-BC	Emergency Nurse Practitioner
FNP-BC	Family Nurse Practitioner - ANCC
FP-C®	Flight Paramedic - Certified
GCN	Clinical Genetic Nurse
GCNS-BC	Gerontological Clinical Nurse Specialist
GNC(C)	Gerontological Nurse Certified (Canada)
GNP-BC	Gerontological Nurse Practitioner - ANCC
GPHR®	Global Professional in Human Resources
HACP	Healthcare Accreditation Certification Program
HCS-D	Home Care Coding Specialist - Diagnosis
HCS-O	Home Care Clinical Specialist - OASIS
HHCNS-BC	Clinical Nurse Specialist in Home Health Nursing
HNB-BC	Holistic Baccalaureate Nurse, Board Certified
HN-BC	Holistic Nurse Board Certified
HP (ASCP)	Hemapheresis Practitioner Certification
HWNC-BC	Health and Wellness Nurse Coach Board Certified
IBCLC	International Board Certified Lactation Consultant
LCCE	Lamaze Certified Childbirth Educator
LNCC®	Legal Nurse Consultant Certified
MAC	Master Addiction Counselor
MAC	Masters Addictions Counselor
MCHES	Master Certified Health Education Specialist
MSCN	MS Nurse
MVF-ASW	Military Service Members, Veterans, and Their Families-Advanced Social Worker
MVF-CSW	Military Service Members, Veterans, and Their Families-Clinical Social Worker
MVF-SW	Military Service Members, Veterans, and Their Families-Social Worker
NCAC	National Certified Addictions Counselor
NC-BC	Nurse Coach Board Certified
NCC	National Certified Counselor
NCC	National Certified Counselor
NCSC	National Certified School Counselor
NCSN®	National Certified School Nurse
NEA-BC	Nurse Executive, Advanced (Certified Nurse Administration - CNAA,BC prior to 2008)
NE-BC	Nurse Executive (Certified Nurse Administration - CNA,BC prior to 2008)
NHDP-BC	National Healthcare Disaster Professional
NNP-BC	Neonatal Nurse Practitioner
NP-C	Adult Nurse Practitioner - AANPCP

NP-C	Family Nurse Practitioner - AANPCP
NP-C	Gerontological Nurse Practitioner
NREMT - Basic	National Registry of Emergency Medical Technicians-Basic ("Med Tech") ("EMT")
NREMT - First Responder	National Registry of Emergency Medical Technicians-First Responder
NREMT - Intermediate	National Registry of Emergency Medical Technicians-Intermediate
NREMT - Paramedic	National Registry of Emergency Medical Technicians-Paramedic
NVRN-BC	Neurovascular Nurse (RN)
OCN®	Oncology Certified Nurse
OCNS-C®	Orthopedic Clinical Nurse Specialist - Certified
ONC(C)	Orthopaedic Nursing Certified (Canada)
ONC®	Orthopedic Nurse Certified
ONP-C®	Orthopaedic Nurse Practitioner - Certified
PA-C	Physician Assistant
PANC(C)	PeriAnesthesia Nurse Certified (Canada)
PCCN®	Progressive Care Nursing (Adult)
PCCN-CMC	Progressive Care Certified Nurse with Cardiac Medicine Subspecialty
PCNS-BC	Pediatric Clinical Nurse Specialist
PHCNS-BC	Clinical Nurse Specialist Public Community Health
PHR®	Professional in Human Resources
PMHCNS-BC	Adult Psychiatric & Mental Health Clinical Nurse Specialist
PMHCNS-BC	Child & Adolescent Clinical Nurse Specialist
PMHCNS-BC	Clinical Nurse Specialist Child & Adolescent
PMHNP-BC	Adult Psychiatric & Mental Health Nurse Practitioner
PMHNP-BC	Family Psychiatric & Mental Health Nurse Practitioner
PMHS	Pediatric Primary Care Mental Health Specialist
PNC(C)	Perinatal Nurse Certified (Canada)
PNP-BC	Pediatric Nurse Practitioner
PPCNP-BC	Pediatric Primary Care Nurse Practitioner
QCSW	Qualified Clinical Social Worker
QPCM	Qualified Professional Case Manager
R.R.A.(ARRT)	Registered Radiology Assistant
RCES	Registered Cardiac Electrophysiology Specialist
RCIS	Registered Cardiovascular Invasive Specialist
RCS	Registered Cardiac Sonographer
RD	Registered Dietician
RDCS	Registered Diagnostic Cardiac Sonographer
RDMS	Registered Diagnostic Medical Sonographer
REI	Reproductive Endocrinology/Infertility Nurse
RN-BC	Ambulatory Care Nursing
RN-BC	Cardiac Rehabilitation Nurse
RN-BC	Cardiac/Vascular Nurse
RN-BC	Case Management Nurse
RN-BC	Certified General Nursing Practice
RN-BC	Certified Vascular Nurse
RN-BC	College Health Nurse

RN-BC	Community Health Nurse
RN-BC	Faith Community Nursing
RN-BC	Gerontological Nurse
RN-BC	Hemostasis Nursing
RN-BC	High Risk Perinatal
RN-BC	Home Health Nurse
RN-BC	Informatics Nurse
RN-BC	Maternal Child Nursing
RN-BC	Medical-Surgical Registered Nurse
RN-BC	Nursing Professional Development
RN-BC	Pain Management Nurse
RN-BC	Pediatric Nurse
RN-BC	Perinatal Nurse
RN-BC	Psychiatric & Mental Health Nurse
RN-BC	Rheumatology Nursing
RN-BC	School Nurse
RNC	Obstetric, Gynecologic, and Neonatal Nursing
RNC-LRN	Low Risk Neonatal Nursing
RNC-MNN	Maternal Newborn Nursing
RNC-NIC	Neonatal Intensive Care Nursing
RNC-OB	Inpatient Obstetric Nursing
RRT	Registered Respiratory Therapist
RVS	Registered Vascular Specialist
RVT	Registered Vascular Technologist
SANE-A	Sexual Assault Nurse Examiner - Adult
SANE-P	Sexual Assault Nurse Examiner - Pediatric
SCRN	Stroke Certified Registered Nurse
SNP-BC	School Nurse Practitioner
SPHR®	Senior Professional in Human Resources
SW-G	Social Worker in Gerontology
TCRN®	Trauma Certified Registered Nurse
TNP	Telephone Nursing Practice
VA-BC	Vascular Access-Board Certified
WCC®	Wound Care Certified
WHNP-BC	Women's Health Care Nurse Practitioner