



**American
Nurses**
Credentialing Center

Gerontological Nursing

ROLE DELINEATION STUDY EXECUTIVE SUMMARY

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Gerontological Nursing

ROLE DELINEATION STUDY

EXECUTIVE SUMMARY

The American Nurses Credentialing Center (ANCC) performed a role delineation study (RDS) for the Gerontological Nursing examination in 2023. An RDS (sometimes referred to as a job analysis, practice analysis, or work analysis) is a scientific inquiry conducted to identify the tasks and work activities performed, the context in which those activities are carried out, and the competencies (knowledge areas, skills, and abilities) required to perform a job role successfully. The RDS results become the basis of a variety of human resource management initiatives. For certification, the results are used to create a validated assessment of required job competencies. This report introduces the methods and results of the RDS for the Gerontological Nurse certification examination.

Methods

ANCC assembled 10 clinicians certified in Gerontological Nursing to serve on the content expert panel (CEP). The panel members feature a wide variety of work-related characteristics, such as years of experience, work setting, geographical location, and areas of expertise. This diversity helps develop a scope of practice reflective of the roles and responsibilities of the job and relatively free from bias.

The RDS process used in this study yields examination specifications that accurately reflect the scope of practice, allowing for the development of fair, accurate, and realistic assessments of candidates' readiness for certification. The process comprises three major activities, including:

1. **Content Expert Panel (CEP) Meeting** – A gathering of subject matter experts to discuss and develop a description of the scope of practice in terms of tasks, skills, and knowledge.
2. **RDS Survey** – A large-scale survey administer to a large population of nurses in the field that were involved with the panel to validate the tasks, skills, and knowledge developed by the panel.
3. **Development of Examination Specifications** – The development of the examination specifications by the panel based on the survey results.

¹ Sackett, P. R., & Laczo, R. M. (2003). Job and work analysis: Industrial and organizational psychology. In Borman, W. C., Ilgen, D. R., & Klimoski, R. J. (Eds.), *Comprehensive handbook of psychology: Vol. 12. Industrial and organizational psychology*. John Wiley and Sons.



On September 7-8, 2023 ANCC conducted a two-day, in-person meeting with the CEP. The CEP discussed the scope of practice, developed a list of tasks, skills, and knowledge statements that reflect the job role, organized the statements into a domain and subdomain structure, and developed demographic questions to be used on the subsequent survey. The current ANCC Gerontological Nursing Test Content Outline (TCO), Nursing Scope and Standards of Practice, and the Guide to the Code of Ethics for Nurses with Interpretive Statements, were used as resources when developing the tasks, skills, and knowledge statements.

The RDS survey included the task, skill, and knowledge statements, as well as demographic questions developed by the CEP. ANCC developed, administered, monitored, and analyzed the survey. Respondents provided ratings on the importance and frequency of each task and the importance of each skill and knowledge statement.

A pilot of the survey, conducted between September 14 and 24, 2023, was sent using online survey software to 100 ANCC-certified Gerontological nurses to evaluate the survey for functionality and clarity. Out of the 17 email invitations that were opened, 10 individuals (59%) completed the pilot survey. Based on the feedback received, no modifications were made to the survey.

Following the pilot survey, the national survey was then administered between September 27 and October 29, 2023. The invitation was sent using online survey software to 1,500 individuals. All invitees were active Gerontological Nurses, selected using the stratified random sampling procedure based on region. Out of the 318 email invitations that were opened, 156 individuals (49%) completed the national survey.

Finally, examination specifications were developed during a one-day, virtual meeting on January 10, 2024. The CEP (1) reviewed the survey results, (2) used their expert judgment to finalize the task list and the examination specifications based on survey results, (3) determined the item allocations for this certification exam (i.e., using the mean importance ratings of the knowledge and skill statements), and (4) finalized the linkages among the tasks and the knowledge/skill areas, ensuring that each task was covered by at least one relevant skill or knowledge area and that each skill and knowledge area had at least one associated relevant task. Linkages provide evidence that the knowledge and skills are applicable to the job.

¹American Nurses Association (2021). *Nursing scope and standards of practice* (4th ed.). American Nurses Association.

¹American Nurses Association (2015). *Guide to the code of ethics for nurses with interpretive statements: Development, interpretation, and application* (2nd ed.). American Nurses Association.



Results

The resultant examination specifications include 13 knowledge areas and 11 skills across the following four competency areas (content domain level):

1. Assessment and Diagnosis
2. Planning, Implementation and Evaluation
3. Professional Role



The mission of the American Nurses Credentialing Center (ANCC), a subsidiary of the American Nurses Association (ANA), is to promote excellence in nursing and health care globally through credentialing programs. ANCC's internationally renowned credentialing programs certify and recognize individual nurses in various practice areas. It recognizes health care organizations that promote nursing excellence and quality patient outcomes, while providing safe, positive work environments. In addition, ANCC accredits health care organizations that provide and approve continuing nursing education. It also offers educational materials to support nurses and organizations as they work toward their credentials.



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