Certified Medical-Surgical Registered Nurse
CMSRN
Exam Guide

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Congratulations on your decision to take the Certified Medical-Surgical Registered Nurse (CMSRN®) exam. This guide will assist you in learning about the exam, application, study resources, scheduling fees, extension opportunities and more. If you need further information on any topic, please visit msncb.org.

CERTIFICATION and CREDENTIAL
Certification is awarded to registered nurses who meet the eligibility criteria and pass the multiple choice exam.

The designated credential is CMSRN (Certified Medical-Surgical Registered Nurse). This credential may be used in all correspondence or professional activities. Those who earn the CMSRN credential obtain objective validation of their expertise.

CMSRN certification is valid for 5 years.

ELIGIBILITY CRITERIA
To be eligible to take the exam, candidates must meet the following requirements at the time of application:

Hold a current, full, and unrestricted license as a registered nurse (RN) in the United States, its territories, or in Canada

OR

Hold a current, full, and unrestricted license as a first-level nurse in the country in which one’s nursing education was completed, AND meet the eligibility for licensure as a registered nurse (RN) in the US in accordance with the requirements of the Commission on Graduates of Foreign Nursing Schools (CGFNS).

AND

Have practiced a minimum of 2 calendar years as a registered nurse (RN) in a medical-surgical setting.

AND

Have accrued a minimum of 2,000 hours of practice within the past 3 years in a medical-surgical setting. Practice may include clinical, management, or education.

MSNBC shall not discriminate against any certification candidate on the basis of age, sex, race, religion, national origin, ethnicity, disability, marital status, sexual orientation, or gender identity. MSNBC shall not publish materials with discriminatory content, graphics or language that may be offensive to population subgroups.
APPLICATION INSTRUCTIONS

Applications may be submitted at any time. You will need to include the last four (4) digits of your social security number as it serves as part of your identifier.

1. Apply online at [amsn.org](http://amsn.org).
2. MSNCB reviews the application to verify the candidate meets the eligibility requirements.
   
   NOTE: If the application is incomplete or the criteria cannot be verified, the candidate will be contacted to provide the missing information. If the requested information is not received within the stated time frame, the application process will stop and a refund less the $75 processing fee will be given.

3. After completing your application registration, you’ll receive an email receipt containing a link called “Certification Application.” This link serves as your Authorization to Test (ATT). Please read this email for important information about when to schedule your exam. You will have 90 days to take the exam after your eligibility has been verified.

   *If you do not receive your receipt, contact MSNCB immediately at 866-877-2676 or [certification@amsn.org](mailto:certification@amsn.org).*

4. After you receive your registration confirmation, schedule your exam date through the link provided in the receipt.

   **TIP:** Schedule early within the 90-day period to allow for rescheduling opportunities should an emergency arise. Seats can fill up quickly and are on a first-come, first-served basis.

FAILSAFE APPLICANTS

Candidates enrolling through the MSNCB FailSafe Certification Program complete the same application and select the “continue with FailSafe” option then select the organization name. The organization name may differ. Please contact your supervisor to find out what your organization is listed as. Visit [amsn.org](http://amsn.org) to learn more about the FailSafe Certification Program.

ADA ACCOMMODATIONS

MSNCB will make special arrangements to accommodate candidates with disabilities protected under the Americans with Disabilities Act (ADA) that interfere with test taking. To request special arrangements, complete and submit the exam application first to MSNCB and select the testing accommodations box, then contact MSNCB with documentation of the disability. For questions about acceptable documentation, contact MSNCB directly at 866-877-2676.

Please allow 3-4 weeks for special arrangements. Every effort will be made to accommodate your disability. To accommodate some requests, a change of exam date may be required. Submit documentation to: MSNCB by emailing into [certification@amsn.org](mailto:certification@amsn.org) with the subject line: ADA Accomodations.

FEES

Prices are subject to change without notice. To ensure you have the most updated information, visit [msncb.org](http://msncb.org).

**Application Fee**

- $375  Regular
- $255  AMSN member *(AMSN membership must be current at the time of application.)*

Join AMSN at [amsn.org](http://amsn.org) before completing the certification application to receive the member rate.

All application fees include a non-refundable processing fee of $75. Prices subject to change without notice.

FailSafe Applicants

Candidates enrolling through the MSNCB FailSafe Certification Program complete the same application and select the “continue with FailSafe” option then select the organization name. The organization name may differ. Please contact your supervisor to find out what your organization is listed as. No payment information is required.
Exam Reschedule/Cancel Fee

- $0 Over 15 days in advance of testing date
- $25 6-15 days in advance of testing date (payable to Prometric)

Not permitted Contact AMSN for an extension

More information on rescheduling can be found in the reschedule, extension section.

CBT Extension Fee - $75 (not applicable to FailSafe applicants)

The Extension Fee is a processing fee and is non-refundable. Extension requests are discussed below.

First-Time Retake Discount - $75 off exam application fee (not applicable to FailSafe applicants)

A candidate who does not pass the first exam may retake the exam with a one-time only, first-time retake discount, valid up to 4 months after the exam date.

Returned Check Fee - $30

Any candidate whose e-check is returned for insufficient funds is required to pay this fee. Remittance of fees thereafter must be made by money order, certified check, or credit card.

AUDITS

MSNCB performs a 5% random audit on all applications to ensure eligibility requirements are met. You will be notified by email if your application has been randomly selected. Your supervisor will be contacted to verify your eligibility. If you receive notification about the audit, inform your supervisor to expect a letter from the certification board that needs to be completed and returned promptly. Applicants whose supervisors do not respond to the audit request will not be permitted to take the exam. Audited applicants who do not respond to audit requests will be denied and all money forfeited. It is the applicant’s responsibility to ensure that all requested audit information is sent and that their supervisor has returned the verification.

RESCHEDULE, EXTENSION, CANCELLATION/REFUND

RESCHEDULE
The candidate may reschedule an existing exam appointment within the same 90-day period via their online account and selecting “Certification Application.” Reschedule more than 16 days in advance of the current test date to avoid a rescheduling fee. Candidates must reschedule no later than 6 days in advance to sit for the exam within the same 90-day period.

EXTENSION
Candidates who are unable to test within the original 90-day may request an extension for a $75 processing fee.

- Extensions are one-time only per registration, so the candidate must test within the new 90-day period.
- Extension requests are only accepted up to 30 days after the last day of the 90-day testing period.
- MSNCB cannot cancel an appointment for you. Candidates must cancel any existing appointment with Prometric no later than 5 days in advance of your currently scheduled exam date. Once cancellation is confirmed, you may request an extension with MSNCB.

Requests that meet criteria are processed in 5-7 business days. The candidate will receive an email with their personal scheduling link. If the candidate does not receive this email within 2 weeks, the candidate should contact MSNCB immediately at 866-877-2676.

Extension requests are not available to candidates who register through the MSNCB FailSafe Certification Program or is considered a no show for a scheduled exam appointment.

To Request an Extension form contact us at certification@amsn.org.

CANCELLATION/REFUND
Cancellations are not accepted for the computer-based testing exam. If you miss your exam date, your application payment will be forfeited. For FailSafe candidates, a missed appointment will serve as one attempt to test.
MSNCB understands that emergencies happen. If an emergency occurs which prevents you from testing, you may submit an email to certification@msnc.org to request a review of the circumstances. Supporting documentation of the emergency must be provided. Each request will be handled on a case-by-case basis. If your cancellation is accepted, you may be refunded the application payment minus the processing fee.

**TAKING THE CMSRN EXAM**

The CMSRN exam consists of 150 questions. 125 questions are scored and contribute to the test candidate's exam score. 25 questions are experimental to test for reliability and do not contribute to the candidate’s exam score. The time allotted for the exam questions is 3 hours.

Candidates will be provided a 10-minute exam tutorial before the start of the exam and after completing the exam, a 5-minute post-test survey will be given. This is not included in the 3-hour testing time.

**TEST ADMINISTRATION**

The CMSRN exam is offered at in-person testing centers or by remote proctor through Prometric. Prometric uses security and administration standards in both testing environments.

The following information applies to both testing formats. Information specific to your chosen exam format will be detailed under the in-person and remote proctor sections.

**IDENTIFICATION**

You must have the following ID with you to take your exam:

- Testing inside country of citizenship: one, unexpired government issued photo ID, such as a driver’s license, state-issued ID card or passport.
- Testing outside country of citizenship: valid passport.

**NOTE:** Temporary paper copies of identification are not acceptable. If you do not have the correct identification, you will be denied testing and your application fees will be forfeited.

**REstrictions**

- No cell phones, cameras, books, notes, programmable electronic devices or recording devices of any kind are permitted for the CMSRN exam.
- No jewelry, other than wedding or engagement jewelry is permitted.
- No smoking, eating, or drinking is permitted during the exam.
- Copying or communicating examination content is a violation of security policy and the State Law. Either one may result in the disqualification of exam results and may lead to legal action.

**In-Person Test Center**

- Arrive 30 minutes in advance of your scheduled appointment to allow for check-in.
- Lockers will be provide at the test center to store your personal items, including handbags, backpacks, or heavy coats. Prometric will not be responsible for any personal items, and suggests that you leave such items in another safe place of your choosing.
- A candidate is provided access to the testing room once identity has been verified. Candidates will be randomly seated. Candidates are actively monitored by a proctor via visual and audio recording, and an observation window.
- If a candidate takes a break, the exam clock will continue to run during break times. Candidates may not leave the building during the exam and will be required to go through the check-in process before continuing with the exam.

**Remote Proctor**

- The first step before scheduling a Prometric remote proctored exam is to complete a systems readiness check and read the FAQ and common technical issues. This will assist you in determining if this is a good format for you to take the exam.
- The exam must be taken on a laptop or desktop and through the Google Chrome browser.
- Working speakers and microphone are required as well as a webcam that can be moved around to check the testing environment for security purposes.
• Glasses, jewelry and your space will be checked for security reasons. You are required to test in a room behind a closed door.
• No one may be in the room with you or enter the room at anytime during the exam. If this occurs, the exam will be terminated and you will not be permitted to take the exam without submitting a new application and payment.
• Unscheduled breaks are permitted, however, you may not leave the room and the exam clock will continue to run. You will be required to go through the check-in process and connect to a proctor again.
• Plan to be available for up to 5 hours to allow for check-in, the wait to be connected to a proctor, taking the exam and troubleshooting any technical difficulties that may arise where you will need to contact support.

NOTIFICATION OF EXAM SCORE

A standard score of 95, or approximately 71% correct, is required to pass the CMSRN exam. A total score and subscores in the major test areas is provided for candidates who take the exam. Subscores on each of the test areas can be used to assist those who do not pass, in further study should the individual choose to retake the exam.

A candidate’s pass/fail decision on the test is based on the passing score determined by a modified Angoff procedure, rather than by comparing a candidate’s performance to other candidates who took the examination. To determine the passing score, the Angoff procedure is performed by the Test Development Committee in collaboration with psychometric consultants from MSNCB’s testing service using a criterion-referenced methodology. The criterion is what a minimally competent, certified nurse needs to know.

Scores are reported as scaled scores. In a scaled score, the number of questions answered correctly, called the “raw score,” is converted to a scaled score, which is referred to as a “standard score” on the score report. The conversion is similar to converting a weight from pounds to kilograms; that is, the weight is the same but the scales differ. Raw scores are converted to scaled scores so that scores can be directly compared from year to year and from test to test.

Test results will be provided at the end of the exam and a score report will be emailed to candidates within 24 hours after the completed exam. The MSNCB database will be updated approximately 2 business days after the exam date.

Successful candidates will receive an email with instructions for claiming a digital badge and printing your certificate and wallet card. A CMSRN lapel pin will be sent via mail in approximately 2 weeks.

Certification granted by MSNCB is a voluntary process intended solely to test for special knowledge. MSNCB does not license or define the qualifications of any person to practice nursing. The significance of certification in any jurisdiction or institution is the responsibility of the candidate to determine. The candidate should contact the appropriate state board of nursing or institution in order to determine practice implications.

CERTIFICATION RENEWAL

CMSRN certification is valid for 5 years. Certification renewal is available by exam or by continuing education. Certified nurses receive courtesy renewal notices prior to the expiration of their certification. It is the certificant’s professional responsibility to know their certification expiration date.

Renewal applications must be submitted to MSNCB no later than 30 days prior to your expiration date.

For more information on CMSRN renewal, visit amsn.org.

DENIAL, SUSPENSION OR REVOCATION OF CERTIFICATION

The occurrence of any of the following actions will result in the denial, suspension, or revocation of CMSRN certification:

• denial of any restrictions of the professional RN license by a nursing authority such as revocation, suspension, probation, or other sanction
• practicing nursing with a restricted nursing license
falsification of the application information
misrepresentation of CMSRN status
cheating on the CMSRN exam
failure to pay appropriate fees

A letter of notification will be sent to the certificant/candidate by traceable, secure mail (i.e. UPS or FedEx). A copy of the letter may be sent to his/her employer or state board of nursing.

**RIGHT OF APPEAL**

A candidate who has been denied based on eligibility, or had their certification suspended or revoked has the right of appeal. This appeal request must be submitted in writing to the President of the Medical-Surgical Nursing Certification Board within thirty (30) days of notification of their denial, suspension, or revocation or the right to appeal shall be considered forfeited. The appeal request should state the specific reasons for the appeal and adequate documentation should be provided to support the appeal.

MSNCB shall appoint an Appeals Task Force of CMSRNs who will review blinded copies of materials sent by applicant/certificant for review. The final decision of the Appeals Task Force will be communicated in writing by the chair to the candidate and to MSNCB within one (1) month of the start of the review process. All decisions of the Appeals Task Force will be final.

**CONTENT AREAS OF EXAM and EXAM BLUEPRINT**

MSNCB subject matter experts (SMEs) in collaboration with the Prometric, maintains best practices to ensure individual test items, the test, and published materials related to the exam are free of bias and discrimination. To avoid bias and ensure sensitivity, individual items and the test as a whole are reviewed at several stages of test development for inappropriate references to age, sex, race, religion, national origin, ethnicity, disability, marital status, sexual orientation, or gender identity; or linguistic ability. The basic issue underlying these efforts is fairness in all aspects of testing in order to ensure to the extent possible that the test performance of an individual is not adversely affected by factors extraneous to the domain of knowledge being assessed.

**EXAM BLUEPRINT**

The exam blueprint is the framework for the Certified Medical-Surgical Registered Nurse (CMSRN®) certification exam. The blueprint is valuable to the test taker because it breaks down the sections of the test. Use it to help you focus your study as you prepare for the exam.

**CONTENT AREAS**

Each test question stems from the exam blueprint and is based on a Patient Problem and a Nursing Role (Domains of Nursing Practice*) as listed on page 7. For example, an exam question may ask about instructing a patient with diabetes. The Patient Problem is diabetes and the Domain of Practice is teaching/coaching.

**IDEAL DISTRIBUTION OF 150 ITEMS**

The exam blueprint on the following page provides the percentage of exam questions for each Patient Problem and Domain of Nursing Practice areas. The numbers below the columns labeled 1-7 refer to the number of exam items (or questions) in each of the sections. For example, in Row A, Column 1, there are 4-6 questions on the exam related to Gastrointestinal Patient Problems and the Helping Role. The Total column and row show the percentage of exam items followed by the total number of exam items in the respective areas. For example, in the TOTAL column for Row A, 16-18% of the entire exam or 24-27 exam items are related to Gastrointestinal Patient Problems.

**Topics Excluded From the Exam**

The exam does not include the care of patients who are on ventilators, immediate postoperative care of patients after open-heart or transplant surgery, care of patients during monitored conscious sedation-analgesia, or care of patients during hemodialysis.
DOMAINS of MEDICAL-SURGICAL NURSING PRACTICE:

1. Helping Role
   1. Maintain an environment in which patient confidentiality is assured.
   2. Assess patient's level of comfort/pain.
   3. Act as an advocate to help patient meet needs/goals.
   4. Acknowledge, respect, and support emotional state of patient and/or family as they experience and/or express their emotions.
   5. Assist patients to achieve optimal level of comfort, using an interdisciplinary approach.
   6. Modify plan of care to achieve patient's optimal level of comfort, i.e., pharmacological interventions, heat, cold, massage, positioning, touch, etc.
   7. Provide a therapeutic environment, considering privacy, noise, light, visitors'/providers' interaction with patients.
   8. Provide culturally competent patient care, including education.
   9. Support family involvement in accordance with patient's wishes regarding caregiving and decision making.
   10. Assess for potential for self-harm.
   11. Identify need of patient/family for support systems/resources and make appropriate referrals.
   12. Work on behalf of patient/family to help resolve ethical and clinical concerns.
   14. Identify, acknowledge, support, and facilitate patient/family decisions regarding end-of-life care.
   15. Identify signs of domestic or intimate partner violence.
   16. Assess and provide for spiritual needs of patients and families.
   17. Identify ethical issues in clinical practice and facilitate a resolution with patient, family, and staff.

2. Teaching/Coaching Function
   1. Assess the patient's and family's readiness and ability to learn.
   2. Identify barriers to learning.
   3. Prepare/educate patient for transition in care, e.g., discharge to home or other facility.
   4. Provide information and rationales related to diagnosis, procedures, self-care, prognosis, wellness, and modifiable risk factors.
   5. Utilize opportunities for spontaneous education.
   6. Encourage patient's and family's participation in establishing educational goals.
   7. Develop and implement an individualized teaching plan for patient and/or family.
   8. Evaluate and modify teaching plan based on achievement of pre-established and ongoing learning needs.
   9. Assist staff in identifying educational needs of patients and their families.
   10. Assist staff in selecting/developing educational materials appropriate for intended learner(s).
   11. Teach patient and family about available community resources.

3. Diagnostic and Patient Monitoring
   1. Conduct and document a comprehensive baseline assessment.
   3. Reassess patient based on established standards of care at appropriate intervals.
   4. Interpret results of laboratory and diagnostic studies and take appropriate action.
   5. Use invasive and non-invasive methods to collect data.
   6. Analyze all patient data in formulating a plan of care.
   7. Participate in medication reconciliation at transitions of care.
   8. Anticipate the patient's response and needs related to physiological, psychosocial sexual, spiritual, and cultural aspects of his/her illness.
   9. Prioritize identified problems and modify the plan of care to achieve the best possible outcomes.
   10. Develop an individualized plan of care congruent with patient goals.
   11. Identify purpose and appropriateness of diagnostic studies.

4. Administering and Monitoring Nursing Interventions
   1. Administer medications accurately and safely.
   2. Identify subtle changes in patient's assessment to prevent deterioration of patient status.
3. Assess patient's level of consciousness.
4. Monitor patients for therapeutic responses, reactions, untoward effects, toxicity, and incompatibilities of administered medications.
5. Implement measures to ensure adequate oxygenation and gas exchange.
6. Monitor and implement measures to prevent alterations in skin integrity.
7. Initiate, maintain, and monitor intravenous therapy.
8. Identify, document, and report deviations from expected findings.
10. Implement measures to address threats to patient safety, e.g., falls, seizures.
11. Maintain patent airway.
12. Maintain integrity and prevent infection of invasive drainage systems, e.g., catheters, percutaneous drains.
13. Implement measures to maintain adequate hydration and electrolyte balance.
14. Provide care to patients on continuous cardiac monitoring.
15. Use adaptive/assistive devices for mobility, immobility, positioning, and comfort.
16. Interpret cardiac rhythm strips.
17. Monitor for complications of musculoskeletal trauma and surgical procedures.
18. Perform a neurovascular assessment, e.g., extremities, flaps, grafts.
19. Provide optimum nutrition during hospitalization, allowing for cultural and individual preferences.
20. Identify and implement transmission-based precautions based on patient's history and symptoms.
22. Develop and implement a wound management strategy.
23. Care for patient receiving IV patient-controlled analgesia
24. Perform central line dressing change.
25. Administer heparin drip
26. Apply and/or monitor devices used to immobilize affected area, e.g., cast, splint, collar, etc.
27. Care for patient receiving epidural analgesia
28. Provide care for patients who have chest drainage systems.

5. Effective Management of Rapidly Changing Situations
   1. Recognize signs that a patient's condition is deteriorating and take appropriate action.
   2. Obtain appropriate orders to address a change in the patient's condition,
   3. Determine priorities in rapidly changing situations.
   4. Use existing guidelines/protocols/policies to respond to changing patient situations, e.g., hypoglycemia, wound dehiscence.
   5. Use existing guidelines/protocols/policies to respond to urgent and emergent situations, e.g., acute chest pain, stroke.
   6. Initiate basic life support.

6. Monitoring/Ensuring Quality Health Care Practices
   1. Communicate effectively to the healthcare team.
   2. Question/clarify orders as appropriate.
   3. Incorporate evidence-based practice into the patient's plan of care.
   4. Coordinate and/or participate in interdisciplinary activities to ensure consistent patient outcomes, e.g., core measures.
   5. Report system failures, e.g., chain of command, equipment, safety, medication administration, computer systems.
   6. Assist nursing staff in incorporating evidence-based practice and quality improvement into practice.
   7. Participate in quality improvement activities.
   8. Identify clinical problems for further investigation.

7. Organizational and Work-Role Competencies
   1. Practice in accordance with the rules and regulations of the state board of nursing in state(s) of licensure.
   2. Adhere to the Scope and Standards of Medical-Surgical Nursing Practice.
   3. Utilize electronic/computer resources to optimize patient care.
4. Set priorities based on assignment, unit, and institutional needs.
5. Act as a professional role model.
6. Participate as an active member of the interdisciplinary healthcare team.
7. Delegate patient care assignments based on competency levels and scope of practice of healthcare team members.
8. Act as a resource for other nurses on the unit.
10. Incorporate strategies that support effective team dynamics in a caring and nurturing environment.
11. Evaluate own practice based on established standards of care.
12. Evaluate nursing care based on outcome criteria.
13. Recognize unsafe work practices (nurse/patient ratio, ergonomics, standard precautions, etc.) and intervene appropriately.
14. Identify, develop, and implement strategies to reduce readmissions.
15. Use the chain of command appropriately.
16. Serve as consultant to nursing staff and other disciplines.
17. Coordinate and/or participate in interdisciplinary activities to ensure consistent patient outcomes, e.g., core measures.
18. Identify, develop, and implement strategies to decrease length of stay while improving patient/family/staff satisfaction and patient care.
19. Provide expert support to unit educators, preceptors, and nurse managers.
20. Follow institutional policies and procedures in response to an internal or external crisis or event.
21. Serve as preceptor/mentor for students and staff.
22. Assist with data collection (e.g., patient outcomes, nurse-sensitive indicators).

REFERENCE LIST and EXAM PREPARATION RESOURCES

A complete list of resources used as references during the development of the CMSRN exam is available at amsn.org. They will be helpful in preparing for the exam. In addition, the MSNCB website has more information on valuable preparation resources, including:

- 15 free sample questions
- 150-question practice test
- AMSN Medical-Surgical Nursing Certification Review Course

CONFIDENTIALITY OF APPLICATION, EXAM, AND SCORES

All application information is considered confidential and is not shared with ANY outside party. It is used only by MSNCB and Prometric, for certification processing purposes. To insure the security of the exam, the test materials are confidential and will not be released to any person or agency.

Pass/fail status will be released to outside parties only when submitted with a written authorization signed by the candidate. Any additional information about a candidate’s individual test results will be released only to the candidate, upon written request. Enrolled MSNCB FailSafe Certification Program™ candidates, by nature of participating in their health care organization’s program, grants the right to their employer to receive a pass/fail outcome.

AMSN ENDORSEMENT and ABSNC ACCREDITATION

The CMSRN exam is the only medical-surgical certification endorsed by the Academy of Medical-Surgical Nurses (AMSN).

The CMSRN exam program has achieved the gold stamp of approval. After meeting rigorous standards, the CMSRN exam was granted accreditation by the Accreditation Board for Specialty Nursing Certification (ABSNC). Accreditation demonstrates that the CMSRN credential is based on a valid and reliable testing process. The CMSRN program received its initial accreditation from ABSNC in 2009 and was reaccredited in 2018.

The ABSNC promotes the highest quality of specialty nursing practice through the establishment of standards of professional specialty nursing certification. ABSNC accreditation is valid for 5 years.
RECORD MAINTENANCE

MSNCB will retain electronic records of all candidates and certificants for at least five (5) years. It is the professional responsibility of the candidate/certificant to notify MSNCB of any change in name, address, phone, and email either before testing or during the 5-year certification period.

If assistance is needed, please contact MSNCB. Contact information can be found on the front page of this guide.

ABOUT MSNCB

The Medical-Surgical Nursing Certification Board (MSNCB®) is a nonprofit organization whose mission is to validate excellence in medical-surgical nursing and care coordination and transition management.

MSNCB is composed of seven board members: five who hold an MSNCB certification, a public member, and an ex-officio member (the current AMSN president or designee). MSNCB nurse members are appointed to represent the diverse roles and settings in which medical-surgical nurses and care coordination nurses practice as well as varied demographic characteristics.

ABOUT AMSN

AMSN is the only national professional nursing specialty organization dedicated to the practice of medical-surgical nursing. Learn more about AMSN and membership at amsn.org or 866-877-2676.