

EXECUTIVE SUMMARY

This report describes the methodology and procedure used to conduct a job analysis and develop the exam specifications for the Infusion Nurses Certification Corporation (INCC) Certified Registered Nurse Infusion (CRNI®) certification examination.

The three major activities that comprise the job analysis process described in this report are as follows:

1. **Job Analysis Committee (JAC) Meeting** – A gathering of subject matter experts (SMEs) to discuss and develop a description of the scope of practice
2. **Job Analysis Survey** – A large-scale survey of practitioners not involved with the SME panel to validate the task and knowledge statements developed by the panel
3. **Development of Examination Specifications** – The development of Examination Specifications by the panel based on the results of the survey

Several practitioners were assembled by INCC to serve as SMEs. The individuals selected represent a wide variety of work-related characteristics such as years of experience, work setting, geographic location, and areas of specialty. This helps in developing a scope of practice that is reflective of the roles and responsibilities of the job role and is relatively free from bias. By analyzing the experiences and expertise of current practitioners, the results from the job analysis become the basis of a validated assessment that reflects the competencies required for competent job performance.

The job analysis process utilized in this study yields exam specifications that accurately reflect the scope of practice, promoting the development of fair, accurate, and realistic assessment of each candidate's readiness for certification. The resultant Examination Specifications documents (Appendix D) describe a 120-scored-item examination with content distribution requirements at the competency area (content domain) level as well as the topic (content subdomain) level for the certification. The three competency areas are:

1. Principles of Practice
2. Access Devices
3. Infusion Therapies