



# CIVILIAN PERSONNEL CAREER MANAGEMENT

June  
2004

ARMY CIVILIAN TRAINING, EDUCATION, AND  
DEVELOPMENT SYSTEM (ACTEDS) PLAN

**ADDENDUM N**  
TO THE REGISTERED NURSE ACTEDS PLAN

**CERTIFIED REGISTERED  
NURSE ANESTHETIST**

**ACTEDS PLAN**

CORNERSTONE OF CONCERNED HEALTH CARE

## ADDENDUM N

### ARMY CIVILIAN TRAINING, EDUCATION, AND DEVELOPMENT SYSTEM PLAN

#### CERTIFIED REGISTERED NURSE ANESTHETIST OCCUPATIONAL SERIES GS-610 Career Field 53

#### Introduction.

a. This Addendum to the civilian Registered Nurse (RN) ACTEDS Plan describes the Certified Registered Nurse Anesthetist (CRNA) portion of the plan and must be used in conjunction with the basic RN ACTEDS Plan. This Addendum includes the training, education, and developmental opportunities that enhance the employee's capability to advance within the CRNA community. General information of interest to all Army civilian RNs in all nursing specialties is found in the basic RN ACTEDS Plan of which this Addendum is a part. Specific information about becoming a CRNA is available at the American Association of Nurse Anesthetists (AANA) website\*: <http://www.aana.com/crna/become.asp>

b. Nothing in this plan should be construed to obligate any Department of the Army activity to select or fund the training of any individuals covered by this plan; such training is always accomplished subject to budgetary and mission requirements.

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## ADDENDUM N

### ARMY CIVILIAN TRAINING, EDUCATION, AND DEVELOPMENT SYSTEM PLAN

#### CERTIFIED REGISTERED NURSE ANESTHETIST

#### OCCUPATIONAL SERIES GS-610

#### Career Field 53

### 1. Objectives.

a. To assist employees and supervisors in determining specific education and experiences needed for the CRNA specialty.

b. To enable CRNAs to plan and schedule clinical and leader development activities appropriate for their chosen career progression.

c. To identify broad-based training needs throughout the CRNA's employment.

d. To provide CRNAs a comprehensive list of the competencies applicable to the CRNA nursing practice.

e. To aid in the recruitment and retention of quality RNs identifying the numerous training and career advancement opportunities offered by Department of the Army (DA) in the CRNA community.

**2. Career Field Information.** Sustained readiness will be required of the Army of the 21<sup>st</sup> Century. Whereas from 1950 until 1989 there were 10 humanitarian and disaster relief operations for which Army Nurse Anesthetists were required to deploy, from 1989 through 2003 Army CRNAs were deployed 37 times. The deployment missions during the last decade included major theater war operations and peacekeeping. It is clear that the dynamic political environment in which we live will necessitate an Army capable of dynamic change. Further, the increased operation tempo will increase the Army's need for CRNAs for home and deployments.

**3. Coverage.** This plan applies to all Army civilian RN employees working in the CRNA field, regardless of the level at which they were hired and the organization or agency to which they are assigned or attached.

**4. Key Positions.** Key Positions are staff positions in which the incumbent establishes and/or interprets policy, plans, and strategy. The basic RN ACTEDS Plan lists Key Positions where any CRNA can be assigned. There is no one Key Position for Nurse

Anesthetists; rather positions are established according to the responsibilities assigned at each installation or agency.

**5. Responsibilities.** Responsibilities for the Functional Chief (FC), the Functional Chief Representative (FCR), the installation, the Medical Treatment Facility (MTF), the supervisor, and the employee are listed in the basic RN ACTEDS Plan.

**6. Career Ladder.** (Appendix A) Certified Registered Nurse Anesthetists must hold current CRNA certification at the entry level that is also indicative of advanced practice skills. This requirement differs from other nurse ACTEDS addenda wherein progression into higher levels can usually be achieved through on-the-job training or related experience. There are numerous CRNA programs available throughout the United States. The career path for the CRNA represents progression in CRNA nursing normally beginning at the entry level and continuing to the advanced level. Descriptive levels are as follows:

a. Entry Level/Intermediate Level. At the entry level (normally at the GS-12 level), new CRNAs must be certified by the American Association of Nurse Anesthetists (AANA). New CRNAs generally require on-the-job training (OJT) experience and technical training. Emphasis is placed on involvement with and training in: (a) CRNA fundamentals; (b) fundamentals of federal law, DA regulations, and directives in healthcare; (d) computer training to assist in managing individual and population health and quantifying outcomes; and (e) professional growth.

Typical CRNA assignments at the entry level include, but are not limited to: (a) Staff CRNA at a Medical Center (MEDCEN), and (b) Staff CRNA at a Medical Activity (MEDDAC).

As CRNAs become more seasoned, emphasis is placed on management and human relations skills including training for personnel selected to fill supervisory positions. Work assignments will be selected to add depth and breadth of their technical and leadership competence. Some of the work assignments may include: (a) serving as the technical expert or point of contact (POC) for program direction; (b) conducting clinical studies to determine research questions or determine effectiveness of practice; (c) participating in, or facilitating, hospital committees; (d) serving as a functional and/or technical focal point for a variety of clinical information systems, such as Composite Health Care System (CHCS), Clinical Information Systems (CIS), or Statistical Package for the Social Sciences (SPSS); (e) providing instruction in the operating room or classroom. These

duties may be performed as additional duties or as a Nurse Educator providing didactic and clinical instruction for graduate-level nurse anesthesia students.

The intermediate level CRNAs' self-development activities are accelerated and focused to insure that CRNAs continue to add to their variety and complexity of experiences. They will continue to receive progressive responsibility in assignments and, as they progress, will be afforded the opportunity to exercise some supervisory authority. Post-graduate study, speaking and writing activities, and active participation in professional group activities is encouraged.

b. Advanced Level. At the GS-13/14 levels, all advanced level CRNAs are recognized as subject-matter-experts (SMEs). At this level, emphasis is placed on strategic planning and administrative/managerial responsibilities. They make decisions or recommendations that significantly affect the content, interpretation, or development of Army policies or programs concerning critical matters or major issues within the CRNA community. They are assigned positions/studies where limited guidance exists as to the method of evaluation for the potential experience identified or, where possible, new experiences need to be identified. They are selected as Phase I or II faculty for the U.S. Army Graduate Program in Anesthesia Nursing with appointment as assistant or associate professor at the degree granting university. Training will be on topics that are emergent issues in the specialized aspects of the CRNA as well as seminars and conferences where these topics are likely to be discussed. At this level, the employee must have a mastery of one or more specialty fields evidenced by application of new developments and theories to critical and novel problems, and extension and modification of approaches and methods to solve a variety of problems with unconventional solutions.

**7. Training Competencies.** (Appendix B) Commanders and supervisors are responsible for identifying resources and offering opportunities to meet career objectives of their employees. They must ensure that employees under their supervision possess, or are provided opportunities to obtain, the required competencies commonly referred to as the knowledge, skills, and abilities (KSAs), found at Appendix B. Equivalency credit for competencies gained may be granted for formal courses or OJT received from sources other than from the courses listed at Appendix D of this Addendum. The required equivalency credit form is at Appendix G of the basic RN ACTEDS Plan.

**8. Master Training Plan (MTP).** (Appendix C)

a. Universal Training. Employees enter the CRNA occupational series with varying degrees of experience, capability, and potential for growth. For this reason, training identified for an employee should be based on what formal training and/or OJT the individual brings to the job in comparison with that required for advancement as outlined in this Addendum. Broadband training is identified as those courses and OJT that cover a spectrum of grade levels. This training may be completed at any level within the band, but should be completed prior to accession out of the band. Consideration should be given to any documented prior experience and training.

b. Self-development. In addition to the mandated training outlined in the MTP, CRNAs at all levels are encouraged to undertake individual projects such as technical papers, presentations, membership in professional organizations, and continued graduate study. Additional self-development activities are defined in the basic RN ACTEDS Plan.

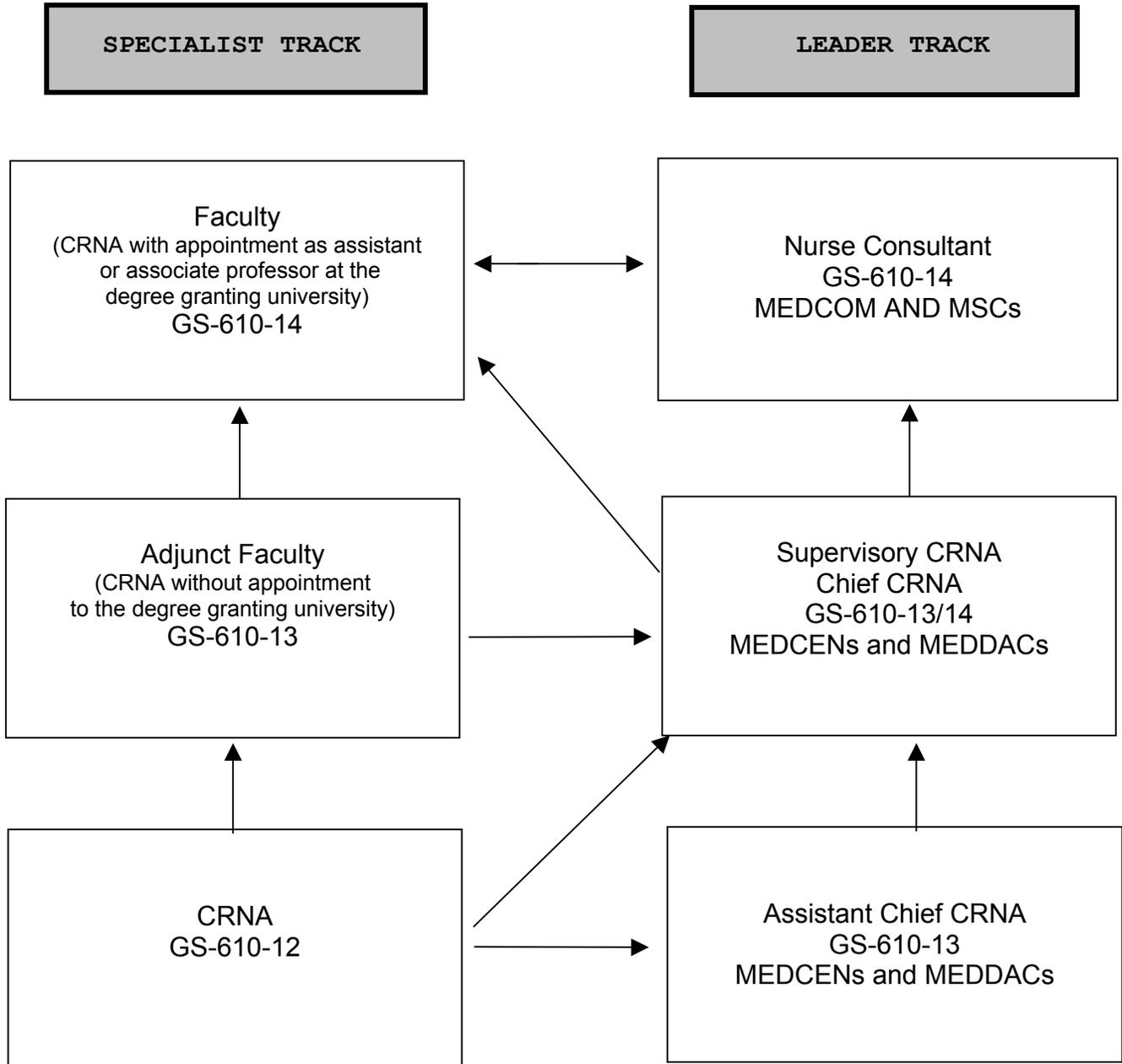
c. Competitive Training. Competitive training includes Army-wide competitive programs (such as senior service colleges and the Army Management Staff College) that are centrally funded by DA. It also includes fellowship programs, developmental assignments and training-with-industry which may be funded by the installations, Major Commands (MACOMs), or other designated agencies. Competitive training opportunities are defined in the basic RN ACTEDS Plan.

**9. Affirmative Action/Equal Employment Opportunity.** Training and development opportunities for participants covered by this plan will be provided without regard to race, color, sex, religion, national origin, non-disqualifying disabilities, or age.

**10. Deployment Requirements.** Some Regions have forward deployed their civilian CRNA employees to MTFs within their region to backfill for active duty CRNAs deployed outside of CONUS. A few civilian CRNAs have traveled on Humanitarian missions outside the United States (U.S.)

**11. Summary of Change.** This is the initial publication of the CRNA ACTEDS plan. The Plan has been reviewed by subject-matter-experts and staffed through the applicable Consultant.

**APPENDIX A  
CERTIFIED REGISTERED NURSE ANESTHETIST  
CAREER LADDER CHART**



**APPENDIX B**  
**CERTIFIED REGISTERED NURSE ANESTHETIST**  
**TRAINING COMPETENCIES**

**Nursing**

1. Ability to translate the principles of professional nursing practice into care of assigned patients in order to provide appropriate care.
2. Knowledge of the pharmacological effects of anesthetic drugs in order to maintain the patient in a satisfactory physiologic condition.
3. Ability to administer inhalation, regional, intravenous, local, and topical anesthetics and to detect unfavorable reactions in order to continuously evaluate the patient's physical status.
4. Ability to administer new agents and drugs, predict the reaction, and manage any adverse side effects that might occur in order to deliver safe anesthesia care.
5. Skill in preparation of reports regarding the use and effects of new drugs and agents as well as experimental drugs in order to provide information that may be used to establish new techniques, information, and criteria.
6. Skill in the conduct and management of anesthesia for a broad range of the most complex surgical procedures (open heart with cardiopulmonary bypass, micro and macro neurosurgery, oncology, total joint replacement, etc.) in order to adapt/modify anesthesia techniques.
7. Knowledge of operating room methods, procedures, and equipment in order to set-up, monitor, and navigate in a confined area.
8. Knowledge of sanitation and inspection procedures to ensure proper functioning of all equipment used.
9. Knowledge of principles of safe medication handling and administration and standards for documentation and storage in order to ensure the safety of the patient and maintain medication accountability.

10. Ability to respond to emergency situations by providing airway management, administration of emergency fluids and drugs, and using basic or advanced cardiac life support techniques in order to perform necessary resuscitation procedures.

11. Ability to formulate an anesthesia care plan in order to provide appropriate anesthesia nursing care.

12. Ability to evaluate the quality of care in order to determine its effectiveness and modify as necessary.

13. Ability to evaluate patient care processes related to anesthesia in order to recommend areas for improvement.

14. Ability to make decisions under stressful conditions in order to ensure the safety of the patient.

15. Ability to promote ethical practice environments, and professional integrity in order to protect patient rights and confidentiality.

16. Knowledge of the various types of anesthesia field equipment in the inventory (draw-over portable anesthesia machine and the Narkomed-M) in order to maintain a state of readiness when deployed.

### **Quality Assessment**

17. Ability to perform data collection, reporting, trending, and compliance in order to analyze risk factors and design and evaluate prevention and control measures.

### **Administration/Management**

18. Ability to coordinate supply management and preventative maintenance in order to effectively manage assigned areas.

### **Management**

19. Ability to perform scheduling and supervise staff, students, or ancillary personnel to include conducting performance evaluations in order to effectively execute responsibilities.

20. Ability to perform clinical/administrative oversight of other departments: respiratory therapy, post-anesthesia care units (PACU), operating room, surgical intensive care unit (SICU), pain clinics, etc. in order to ensure continuity of operations.

### **Management/Leadership/Professional Performance**

21. Knowledge of local, state, and federal laws and regulations, professional code of ethics, accreditation, and practice standards in order to ensure adherence within legal and professional parameters.

22. Ability to document patient care, meeting medical-legal standards in order to ensure adherence within legal, ethical, and professional parameters.

23. Skill in design and management of budget and cost benefit analysis in order to ensure optimal stewardship of resources.

### **Communication**

24. Ability to serve on committee meetings, departmental reviews, problem-focused studies, problem solving, interventions, and process oversight in order to justify program goals and motivate assigned personnel.

25. Ability to serve as interdepartmental liaison, interfacing with other departments such as nursing, surgery, obstetrics, PACU, outpatient surgery, admissions, administration, laboratory, pharmacy, etc. in order to incorporate the expertise of all disciplines in a comprehensive, integrated approach to care.

26. Skill in relating to patients, families, and groups in order to provide information, evaluate understanding, and enhance adherence.

### **Training**

27. Ability to perform clinical and didactic teaching, Basic Cardiac Life Support/Advanced Cardiac Life Support (BCLS/ ACLS) instruction, in-service commitment, Emergency Medical Technician (EMT) training, supervision of residents, and facility continuing education in order to provide accurate information to population serviced.

### **Information Technology**

28. Knowledge of computer technology and office automation in order to keep efficient records and information.

### **Research**

29. Skill in use of research tools in order to critically evaluate existing practices, opportunities, and results.

30. Ability to participate in collegial relationships with nursing peers and other professionals, individuals, and groups in order to influence the health environment.

### **Graduate Faculty**

31. Responsible for the development, implementation, evaluation and on-going updating of the curriculum for the U.S. Army Graduate Program in Anesthesia Nursing in order to ensure the most current technology is included in the curriculum.

32. Ability to maintain and update the administrative guidelines in accordance with requirements established by the Program Director, Army Medical Department (AMEDD) Center and School (AMEDDC&S); local MTF, and Councils on Accreditation, Certification, and Recertification of the AANA in order to ensure program compliance.

33. Ability to participate in collegial relationships with nursing peers and other professionals, individuals, and groups in order to facilitate specialty rotations with various civilian and military MTFs.

34. Ability to chair or co-chair graduate level research in order to assist students in researching, reviewing/approving research proposal, and finished product.

**APPENDIX C**

**MASTER TRAINING PLAN MATRIX FOR CERTIFIED REGISTERED NURSE ANESTHETIST**

COURSE NUMBER	COURSE / SEMINAR / OJT TITLE SOURCE TYPE OF TRAINING COURSE LENGTH	ENTRY/INTERMEDIATE	ADVANCED		COMPETENCIES (Appendix B)
		GS-12	GS-13	GS-14	
1	Certified Registered Nurse Anesthetist Certification Professional Organization CC/EXAM Length Varies	U1**	U1**	U1**	1-16
2	Introduction to CBRNE AMEDDC&S CC/OL Length Varies	U2	U2	U2	1
3	Advanced Anesthesia Nursing Short Course BAMC, FSHTX FC 40 Hours	U3	U2	U2	1-18, 21, 24-26,31-34
4	Advanced Cardiac Life Support (ACLS) Course Local FC 8-16 Hours	U1**	U1**	U1**	10
5	Pediatric Advanced Life Support (PALS) Course FC Local 16 Hours	U1**	U1**	U1**	10
6	Bloodborne Pathogen Training OSHA/Local/Swank FC/CC/OL Length Varies	U1**	U1**	U1**	8
7	Instructor Training Course / Briefing Techniques Course AMEDDC&S/ USDA FC 80 Hours/24 Hours	U3*	U3*	U2*	27
8	Systems Approach to Training (SAT) 21 AMEDDC&S FC 40 Hours	U3*	U3*	U3*	26
9	Ethics in Health Care CEU/University-Based/Professional Organization FC Length Varies	U3	U3	U3	15, 21
10	Critical Reading of Research Publications CC/OL RMC NESDS 12 Hours	U1	U1	U1	29-30

LEGEND: FC = FORMAL COURSE      U1 = UNIVERSAL PRIORITY I      C = COMPETITIVE      \* = ACCORDING TO INDIVIDUAL JOB REQUIREMENT  
 CC/OL = CORRESPONDENCE COURSE/ON-LINE      U2 = UNIVERSAL PRIORITY II      SUP = SUPERVISOR ONLY      \*\* = RECURRING REQUIREMENT  
 OJT = ON-THE-JOB TRAINING      U3 = UNIVERSAL PRIORITY III      DVP = DEVELOPMENT ASSIGNMENT      \*\*\* = BY EXCEPTION

**APPENDIX C**

**MASTER TRAINING PLAN MATRIX FOR CERTIFIED REGISTERED NURSE ANESTHETIST**

COURSE NUMBER	COURSE / SEMINAR / OJT TITLE SOURCE TYPE OF TRAINING COURSE LENGTH	ENTRY/INTERMEDIATE	ADVANCED		COMPETENCIES (Appendix B)
		GS-12	GS-13	GS-14	
11	Discharge Planning University-Based/Local/OJT FC/OJT Length Varies	U3	U2	U2	13
12	Nursing Informatics FC University-Based Length Varies	U2	U2	U2	23, 28
13	Preceptorship Program Local/MTF FC/OJT Length Varies	U2			19-20
14	Outcomes Management Course University-Based FC Length Varies	U2			12, 13, 17
15	American College of Healthcare Executives (ACHE) Professional Organization FC 12 months	U3*	U3*	U3*	29-30
16	Health Services Human Resources Manager (HRM) AMEDDC&S/ University-Based FC 4 weeks/ Varies	U2	U2	U2	19-21, 23, 26-30
17	Marketing Management Course University-Based FC Length Varies	U3*	U3*	U3*	21, 26, 30
18	Quantitative Methods Course FC University-Based Length Varies	U2	U2	U2	23
19	Managerial Accounting Course University-Based FC Length Varies		U3*	U3*	23
20	Principles of Finance Course University-Based FC Length Varies		U3*	U3*	23

LEGEND: FC = FORMAL COURSE                      U1 = UNIVERSAL PRIORITY I                      C = COMPETITIVE                      \* = ACCORDING TO INDIVIDUAL JOB REQUIREMENT  
 CC/OL = CORRESPONDENCE COURSE/ON-LINE    U2 = UNIVERSAL PRIORITY II                      SUP = SUPERVISOR ONLY                      \*\* = RECURRING REQUIREMENT  
 OJT = ON-THE-JOB TRAINING                      U3 = UNIVERSAL PRIORITY III                      DVP = DEVELOPMENT ASSIGNMENT                      \*\*\* = BY EXCEPTION

**APPENDIX D**  
**CERTIFIED REGISTERED NURSE ANESTHETIST**  
**COURSE DESCRIPTIONS**

**1. Certified Registered Nurse Anesthetist Certification.**

Completion of National Certification exam that documents validation of the professional achievement of identified standards of practice by an individual CRNA. (Source: Professional Organization) (Length: Varies)

**2. Introduction to Chemical Agents, Biological Agents, Radiological Agents, Nuclear Devices, Explosive Devices (CBRNE).**

Open to all individuals who have a requirement to attend an introduction lesson on chemical agents, biological agents, radiological agents, nuclear devices, and explosive devices. This course is a prerequisite to attendance at the Advanced Anesthesia Nursing Short course (Course #3, below). Additional information is available at:

<https://www.atrrs.army.mil/atrrscc/courseinfo.asp?fy=2003&sch=555&crs=081%2DCBRNE%2DW&crstitle=INTRODUCTION+TO+CBRNE&phase=> (Source: AMEDDC&S)

(Length: Varies)

**3. Advanced Anesthesia Nursing Short Course.** Provides a forum for presenting and discussing anesthesia policies and concepts affecting military and civilian clinical practice. Emphasis is on increasing professional communication and collaboration. Major focus is on mobilization issues, new techniques and equipment, practice issues, and administrative topics critical to managers and supervisors in nursing anesthesia. Teaching strategies will include lecture, discussion and small group sessions. Additional information is available at:

<https://www.atrrs.army.mil/atrrscc/courseinfo.asp?fy=2003&sch=081&crs=6E%2DA0501&crstitle=ADVANCED+ANESTHESIA+NURSING+SHORT+COURSE&phase=> (Source:

AMEDDC&S) (Length: 40 Hours)

**4. Advanced Cardiac Life Support (ACLS) Course.** An intensive course covering the American Heart Association curriculum for Advanced Cardiac Life Support. (Source: Local) (Length: 8-16 Hours)

**5. Pediatric Advanced Life Support (PALS) Course.** An intensive course covering the American Heart Association curriculum for Advanced Cardiac Life Support for the pediatric patient. (Source: Local) (Length: 16 Hours)

**6. Bloodborne Pathogen Training.** Provides guidance on program management in accordance with Occupational Safety and Health Act (OSHA) law mandated in 29 CFR 1910.130. Includes subjects such

as: identifying scope of the Act, developing exposure control plans, identifying infectious materials, methods of compliance, Hepatitis B vaccinations, research laboratories, hazard communication, information/ training, and record keeping. (Source: Local/SWANK/OSHA) (Length: Varies)

**7. Instructor Training Course (Formerly known as Faculty Development Course)/ Briefing Techniques Course.** Prepares participants for platform responsibilities they assume as educators, presenters, and program developer. Focuses on communication skills, audio-visual support, writing lesson plans and objectives, and writing test items. Additional information is available at:

<https://www.atrrs.army.mil/atrrscc/courseinfo.asp?fy=2003&sch=081&crs=5K%2DF3%2F520%2DF3&crstitle=INSTRUCTOR+TRAINING+COURSE&phase=> or  
[http://www.grad.usda.gov/Catalog/alpha\\_CourseDescription.cfm?code=COMM7002D-W01&courselocation=&coursestartdate=](http://www.grad.usda.gov/Catalog/alpha_CourseDescription.cfm?code=COMM7002D-W01&courselocation=&coursestartdate=) (Source: AMEDDC&S/U.S. Department of Agriculture (USDA)) (Length: 80 Hours/24 Hours)

**8. Systems Approach to Training (SAT) 21.** This course provides grounding in understanding the role of computer technology to the AMEDDC&S training and instructional programs. AMEDDC&S Course number is: 5K-F4/520-F4(CORE) Additional information is available at:

<https://www.atrrs.army.mil/atrrscc/courseinfo.asp?fy=2003&sch=081&crs=5K%2DF4%2F520%2DF4%28CORE%29&crstitle=SAT%2D21&phase=> (Source: AMEDDC&S)  
(Length: 40 Hours)

**9. Ethics In Health Care.** Provides advanced knowledge of ethical principles for application to practice setting. (Source: University-Based/On-line) (Length: Varies)

**10. Critical Reading Of Research Publications (CRRP).** This course is designed as an Independent Study for use by Clinical Interest Groups, Journal Clubs, or small groups who want to become more comfortable in reading and evaluating research. The primary characteristic of this program is that it must be carried out by at least two or more people in order to obtain continuing education credit. The course is available on-line at  
<http://armynursecorps.amedd.army.mil/crrp.htm> (Source: RMC NESDS) (Length: 12 Hours)

**11. Discharge Planning.** Addresses the planning, implementation, and collaboration required to achieve individualized expected outcomes for safe and efficient transition through levels of healthcare. (Source: University-Based/Local/OJT) (Length: Varies)

**12. Nursing Informatics.** An overview of how computer science, information science, and nursing science are used to manage information. The focus of the course is on how nurses can use information technology with clinical practice, research, education, administration, and communication to improve the delivery of nursing care and patient health. A current health care information system is examined. Basic computer applications are explored through hands on training. (Source: University-Based/On-Line) (Length: Varies)

**13. Preceptorship Program.** Prepares experienced nursing personnel to serve as preceptors. Facilitates the transition of new nursing personnel to clinical nursing. (Source: Local/MTF) (Length: Varies)

**14. Outcomes Management Course.** Offers knowledge and skills necessary to monitor/assess care outcomes. (Source: University-Based) (Length: Varies)

**15. American College Of Healthcare Executives (ACHE).** Offers members continuing education credits, invaluable colleague networking opportunities, satellite conferences and online seminars, workshops and self-assessment tools. ACHE also provides a listing of fellowships that include study and research at institutions of higher learning, or in comparable educational or research environments that best support the project. Proposed projects must indicate a high potential value to the Army, benefit the applicant as well, and must be completed within proposed time frame. Additional information is available at: <http://www.ache.org/> (Source: Professional Organization-Based) (Length: 12 Months)

**16. Health Services Human Resources Manager (HRM).** Facilitates knowledge and skill to function as Health Services personnel managers (in any AMEDD unit - AMEDD course). Provides the necessary training, skill progression, familiarization, and proficiency in the concepts (Equal Employment Opportunity (EEO), performance appraisal, position description, etc.), procedures, and application of personnel management in wartime (AMEDD course) and peacetime environments. Additional information is available at: <https://www.atrrs.army.mil/atrrscc/courseinfo.asp?fy=2003&sch=081&crs=6H%2D70F67&crstitle=HLTH+SVC+HUMAN+RESOURCES+MGR+%28HRM%29&phase=> (Source: AMEDDC&S/University-based) (Length: Varies/4 weeks, respectively)

**17. Marketing Management Course.** Introduces marketing theory, methods, and techniques. (Source: University-Based) (Length: Varies)

**18. Quantitative Methods Course.** Provides introduction to quantitative methods, to include: linear programming, probability, and advanced business methods. (Source: University-Based) (Length: Varies)

**19. Managerial Accounting Course.** Focuses on knowledge and skills to prepare balance sheets, cash flow, etc. (Source: University-Based) (Length: Varies)

**20. Principles Of Finance Course.** Introduces learner to principles of finance, short and long-term debt, vehicles, etc. (Source: University-Based) (Length: Varies)

**APPENDIX E**  
**CERTIFIED REGISTERED NURSE ANESTHETIST**  
**GLOSSARY**

<u>ACRONYM</u>	<u>DEFINITION</u>
AANA	American Association of Nurse Anesthetists
ACLS	Advanced Cardiac Life Support Course
ACHE	American College Of Healthcare Executives
ACTEDS	Army Civilian Training, Education, and Development System
AMEDD	Army Medical Department
AMEDDC&S	Army Medical Department Center & School
BAMC	Brooke Army Medical Center
BCLS	Basic Cardiac Life Support
CBRNE	Chemical Agents, Biological Agents, Radiological Agents, Nuclear Devices, Explosive Devices
CHCS	Composite Health Care System
CIS	Clinical Information Systems
CRNA	Certified Registered Nurse Anesthetist
CRRP	Critical Reading of Research Publications
DA	Department of the Army
EEO	Equal Employment Opportunity
EMT	Emergency Medical Technician
FC	Functional Chief
FCR	Functional Chief Representative
FSHTX	Fort Sam Houston, Texas
HRM	Human Resources Manager
KSAs	Knowledge, Skill, and Abilities
MACOMs	Major Commands
MEDCENs	Medical Centers
MEDCOM	U.S. Army Medical Command
MEDDAC	Medical Activity
MSCs	Major Subordinate Commands
MTF	Medical Treatment Facility
MTP	Master Training Plan
NESDS	Nursing Education and Staff Development Service
OJT	On-the-Job Training
OSHA	Occupational Safety and Health Administration
PACU	Post-anesthesia care units
PALS	Pediatric Advanced Life Support
POC	Point of Contact
RMC	Regional Medical Center
RN	Registered Nurse
SAT	Systems Approach to Training
SICU	Surgical Intensive Care Unit
SMEs	Subject-Matter-Experts

**ACRONYM**

**DEFINITION**

SPSS	Statistical Package for the Social Sciences
SWANK	SWANK HealthCare
U.S.	United States
USDA	United States Department of Agriculture

**APPENDIX F**  
**CERTIFIED REGISTERED NURSE ANESTHETIST**  
**CREDITS**

Use of URL link to AANA Website was approved by AANA.

Use of URL link to ACHE Website was approved by ACHE.