

UMMC Professional Advancement Model

ROLES	Clinical Nurse I	Clinical Nurse II	Sr. Clinical Nurse I	Senior Clinical Nurse II
<p>General Description</p>	<p>This role is reserved for the new grad or nurse with less than 12 months experience. The nurse will utilize this time to learn the institution and nursing practice. It is expected that a nurse in this role successfully pass the probationary period within 6 months (12 months maximum with a defined action plan developed with manager).</p>	<p>This role is considered the minimum role for all nurses at UMMC who have greater than 12 months experience. This nurse will be competent in the skills/knowledge required and fully participate in unit governance. He/she will practice and adhere to the guidelines specified in the UMMC Professional Nurse Job Charter.</p>	<p>This role is aimed for the nurse who is a clinical and professional leader at the unit level. He/she advances evidence based practices, leads unit governance initiatives, and mentors others to achieve and grow in the role of the professional nurse.</p>	<p>This role is designed for the nurse who has achieved expertise and leadership in the clinical and professional role, within the unit and beyond. He/she leads and evaluates evidence based practice, actively participates and/or leads organizational initiatives, mentors and coaches nurses and other disciplines, exemplifies the role of the professional nurses and demonstrates active involvement in clinical and professional nursing beyond the walls of the unit and/or organization.</p>
<p>Basic Requirements</p>	<p>New hire/new graduate</p> <p>If enrolled in the New Graduate Nurse Residency, the CNI must complete the program requirements, which include: attend all New Graduate Nurse Residency Program (NRP) cohort classes, complete an evidence-based or process improvement review and presentation, and complete all UHC/NRP nurse residency surveys. <i>Survey completion can be monitored, but survey responses are anonymous.</i></p> <p>Note: If the Nurse Resident misses any of the program requirements, a plan of action must be established for make-up sessions and poster presentations. Once a plan of action is established, an employee may be promoted to CNII at the unit leaderships' discretion.</p>	<p>“Competent” evaluation with successful passing of probation; current on all mandatory classes/training</p> <p>Maintenance of 10 continuing education hours /24 months*.</p> <p>Member of a professional organization.</p> <p>Note: For all roles, continuing education can be achieved through conferences, in-services, formal unit education, Journal Clubs, Nursing Grand Rounds, CEU offerings through professional organizations, nursing college classes, etc. Does not include required education to practice such as BCLS, PALS, etc.</p> <p>*Calculated in hours such as 30 minutes = 0.5 hour. Proof of attendance required.</p>	<p>20 continuing education hours/PAM credits/24 months</p> <p>Member of a professional organization.</p> <p>As of January 1, 2013 (Jan & April)</p> <ul style="list-style-type: none"> ❖ Must hold a BSN or be enrolled in a BSN program (BSN must be conferred by July 1, 2015). ❖ For applicants in a RN to MS program, a BSN degree must be obtained by July 1, 2017 for programs that confer. ❖ Evidence of enrollment must be submitted with application. <p>As of July 1, 2013: conferred BSN degree. Evidence must be submitted.</p> <p>Demonstrated evidence of professional growth and development through at least one of the following:</p> <ul style="list-style-type: none"> ❖ Current and active specialty certification, OR ❖ Current matriculation or completion of a degree or 	<p>30 continuing education hours /PAM credits/24 months.</p> <p>Member of a professional organization.</p> <p>Must have a BSN degree.</p> <p>Demonstrated evidence of professional growth and development through at least one of the following:</p> <ul style="list-style-type: none"> ❖ Current and active specialty certification, OR ❖ Current matriculation or completion of a degree or certificate program (Post-Baccalaureate or higher, 12 credits or greater) within past 24 months, OR ❖ Formal teaching within past 24 months (As of July 1, 2015: portfolios including “Formal Teaching” require a signed “Approval for Formal Teaching” document), OR ❖ Member of a professional association board or committee within past 24

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			<p>certificate program (Post-Baccalaureate or higher, 12 credits or greater) within past 24 months, OR</p> <ul style="list-style-type: none"> ❖ Formal teaching within past 24 months (As of July 1, 2015: portfolios including “Formal Teaching” require a signed “Approval for Formal Teaching” document), OR ❖ Member of a professional association board or committee within past 24 months (not a hospital committee), OR ❖ Actively participates as a peer reviewer for a professional journal (As of July 1, 2015: minimum of 2/year, portfolios including “Peer Reviewer” require a signed “Peer Reviewer Validation Form”) 	<p>months (not a hospital committee), OR</p> <ul style="list-style-type: none"> ❖ Actively participates as a peer reviewer for a professional journal (As of July 1, 2015: minimum of 2/year, portfolios including “Peer Reviewer” require a signed “Peer Reviewer Validation Form”)
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