UC DAVIS HEALTH | Career Ladder Rubric

☐ Initial
☐ Maintenance

Professional Development		Leadership		Education		Project or Complex Patient Exemplar
☐ Enrollment in BSN, Masters, DNP or PhD program	2 *Max 4*	☐ Active member or chair/co-chair of a hospital-wide committee *Example: Clinical Policy Review Committee*	1 active member 2 chair/co-chair *Max 3*	**Staff Education**		☐ If the *Project* is chosen, the project approval form must be completed.
☐ Initial recognized unit specific specialty certification	3 *Max 6*	☐ Active member or chair/co-chair of a unit-based practice committee	1 active member 2 chair/co-chair *Max 3*	☐ Primary preceptor	1-2 *Max 2*	
☐ Maintain recognized unit specific specialty certification***	1 *Max 3*	☐ Active member or chair/co-chair of a professional governance committee *Example: EBP & Research or DEI council*	1 active member 2 chair/co-chair *Max 3*	☐ Active participant in a journal club	1 *Max 2*	
☐ Advanced training not required by position	1 *Max 3*	☐ Principal Investigator for an IRB-approved research project	3 *Max 3*	☐ Teaching in a skills lab, including content development	1 *Max 2*	☐ Approval form attached
☐ Membership of professional nursing or healthcare-related organization	1 *Max 2*	☐ *Evidence-based practice fellowship* or active EBP mentor	2 fellow 1-3 mentor *Max 3*	☐ Course instructor (CPPN or otherwise), initial course, curriculum development. *Example: Develops and teaches a class on a clinical topic*	3 *Max 3*	☐ The *Complex Patient Exemplar* may only be submitted once per three-year period.
☐ Attendance of a professional national or state conference	1 *Max 2*	☐ Active participant in *Rising Nurse Leader* or *CORO* program	2 *Max 2*	☐ Course instructor (CPPN or otherwise), repeat course (monitoring for policy updates, standards of practice) *Example: On a committee to develop a preceptor conference*	2 *Max 3*	
☐ Podium or poster presentation at a professional national conference	1 local 2 regional 3 national *Max 6*	☐ Leadership role in community or volunteer project	1-2 *Max 3*	☐ Course instructor (CPPN /otherwise) Example - Teaches from existing material *Examples: AHA, WPV, SMAAP, LEO*	1 *Max 2*	☐ Date of last submission: _____
☐ Publication in a scholarly journal	3 *Max 6*	☐ Any other leadership role per management approval	1-2 *Max 2*	☐ Give a presentation to a unit or department related to information from attending a professional national conference	1 *Max 2*	
☐ Participation in evidence-based practice or research project	1 *Max 4*	☐ Clinical/leadership/qualities instructor for nursing school	1 *Max 1*	☐ Design teaching aids or tools for staff	1 *Max 2*	

Professional Development (continued)

☐ Participation in community-based healthcare activity	1-3	*Max 4*
☐ Attend professional nursing or healthcare-related organization local or state chapter meeting	1	*Max 2*
☐ Maintenance only: Attend three of four *CN III All Here Days*	1	*Max 1*

Leadership (continued)

☐ Nursing residency program unit preceptor	2	*Max 2*
☐ Article in professional/healthcare newsletter	1	*Max 1*
☐ Grant writing - accepted or funding obtained	3-4	*Max 4*
☐ Active Mentor for Nurse Residency Program	1 pt per mentee per 12-month period	*Max 3*
☐ Policy contributor	1-2	*Max 2*
☐ Magnet/Beacon/PRISM/PTAP/Lantern document author. ☐ *Example - Content expert who is actually writing the Magnet example*	2	*Max 2*
☐ Officer or board member in a professional nursing or healthcare-related organization (national, local or state chapter)	2	*Max 2*
☐ Provide copy of source of evidence submission of Magnet champion. *Requirement-must attend 75% of meetings in the 18 months prior to the site visit.*	1	*Max 2*

Education (continued)

☐ Champion a unit or hospital/ ambulatory based performance/ quality improvement activity	2-3	*Max 4*
☐ Facilitate/present a unit or hospital/ ambulatory based in-service or presentation	1	*Max 4*
☐ Facilitate a study group for specialty certification	1-2	*Max 2*
☐ Other educational project per management approval	1-2	*Max 2*

Patient/Caregiver Education

☐ Demonstrate management of a comprehensive assessment patient with complex needs	1	*Max 3*
☐ Design teaching aids or tools for individual patient or caregiver	1	*Max 2*
☐ Champion a unit or hospital/ambulatory based performance/quality improvement activity related to teaching patient/caregiver	2-3	*Max 3*
☐ Participation in community-based event providing health education	1	*Max 2*
☐ Curriculum development for patient education	2	*Max 3*
☐ Course instructor for patient education	1	*Max 2*

Subtotal ___Minimum 3 points | ___Minimum 3 points | ___Minimum 3 points

Total points (must be ≥12 points):_____

☐ Initial
☐ Maintenance

Employee is maintaining CNIII qualifying criteria ($\geq$12 points)	☐	Yes	☐	No
CNIII role and responsibilities performance expectations reviewed	☐	Yes	☐	No
Date of CNIII advancement	☐	Yes	☐	N/A
Maintain current CNIII title	☐	Yes	☐	N/A
Transition from CNIII to CNII title	☐	Yes	☐	Date

Comments: