

**1. Project or Complex Patient Exemplar (select one)**

- Project Submitted       Patient Exemplar Submitted  
 Maintenance Only: The complex patient exemplar may only be submitted once per 3-year period.    Date of last submission: \_\_\_\_\_

**2. Professional Development (minimum 3 points) \_\_\_\_\_ Total Points Claimed in Section**

- Enrollment in BSN, Masters, DNP or PhD program (2 pts each, 4 pts max) \_\_\_\_\_
  - Initial recognized unit specific specialty certification (3 pts per certification, 6 pts max) \_\_\_\_\_
  - Maintain recognized unit specific specialty certification (1 pt per certification, 3 pts max) \_\_\_\_\_
  - Advanced training not required by position (1 pt per training, 3 pts max) \_\_\_\_\_
  - Membership of professional nursing or healthcare-related organization (1 pt per membership, 2 pts max) \_\_\_\_\_
  - Attendance of a professional national or state conference (1 pt per conference, 2 pts max) \_\_\_\_\_
  - Podium or poster presentation at a professional conference (1 pt per local conference, 2 pts per regional, 3 pts per national, 6 pts max) \_\_\_\_\_
  - Publication in a scholarly journal (3 pts per publication, 6 pts max) \_\_\_\_\_
  - Participation in evidence-based practice (EBP) or research project (1 pt per project, 4 pts max) \_\_\_\_\_
  - EBP programming attendee + work product (fellowship or immersion, attendance alone does not confer points; 3 points max)
  - Participation in community-based healthcare activity (1-3 pts per activity based on complexity, 4 pts max) \_\_\_\_\_
  - Attend professional nursing or healthcare-related organization local or state chapter meeting (1 pt per meeting, 2 pts max) \_\_\_\_\_
- Maintenance only: Attend 3 of 4 CNIII All Here Days (1 pt max) \_\_\_\_\_

**3. Leadership (minimum 3 points) \_\_\_\_\_ Total Points Claimed in Section**

- Active member or chair/co-chair of a hospital wide committee (1 pt active member, 2 pts chair/co-chair, 3 pts max) \_\_\_\_\_
  - o Example: Clinical Policy Review Committee
- Active member or chair/co-chair of a unit-based practice committee (1 pt active member, 2 pts chair/co-chair, 3 pts max) \_\_\_\_\_
- Active member or chair/co-chair of a professional governance committee (1 pt active member, 2 pts chair/co-chair, 3 pts max) \_\_\_\_\_
  - o Example: EBP & Research or DEI Council
- Principle Investigator for an IRB-approved research study (3 pts per study, 3 pts max) \_\_\_\_\_
- EBP project lead (beyond EBP programming participation; 2-3 pts per project, 6 pts max) \_\_\_\_\_
- EBP mentor (sign off from EBP specialist; 1 pt per mentee, 3 pts max) \_\_\_\_\_
- Active participant in Rising Nurse Leader or CORO program (2 pts per program, 2 pts max) \_\_\_\_\_
- Leadership role in community or volunteer project (1 pt per project or 2 pts for highly complex project, 3 pts max) \_\_\_\_\_
- Any other leadership role per management approval (1 pt per role or 2 pts for highly complex role, 2 pts max) \_\_\_\_\_
- Clinical/leadership/qualities instructor for nursing school (1 pt max) \_\_\_\_\_
- Transition to Practice Preceptor (2 pts per preceptee, 2 pts max) \_\_\_\_\_
- Active Nurse Residency Program mentor (1 pt per mentee, 2 pts max) \_\_\_\_\_
- Article in professional/healthcare newsletter (1 pt max) \_\_\_\_\_
- Grant writing (3 pts for submission or 4 pts for funding obtained, 4 pts max) \_\_\_\_\_
- Policy contributor (1 pt per policy, 2 pts max) \_\_\_\_\_
- Magnet/Beacon/PRISM/PTAP/Lantern document author (2 pts per document, 2 pts max) \_\_\_\_\_
- Officer or board member in a professional healthcare-related organization (local, state, or national chapter) (2 pts per position, 2 pts max) \_\_\_\_\_
- Magnet Champion with attendance of 75% of meetings in the 18 months prior to site visit (2 pts max) \_\_\_\_\_

**4. Education (minimum 3 points)**

\_\_\_\_\_ **Total Points Claimed in Section**

- Primary Preceptor (1 pt per preceptee, 2 pts max) \_\_\_\_\_
- Active participant in a journal club (1 pt per activity, 2 pts max) \_\_\_\_\_
- Course instructor (CPPN or otherwise), initial course, curriculum development (3pts per course, 3 pts max) \_\_\_\_\_
  - Example: Develops and teaches a class on a clinical topic
- Course instructor (CPPN or otherwise), repeat course, monitoring for policy updates, standards of practice (2 pts per course, 3 pts max) \_\_\_\_\_
  - Example: On a committee to develop a preceptor conference
- Course instructor (CPPN or otherwise), teaches from existing material (1 pt per course, 2 pts max) \_\_\_\_\_
  - Example: AHA, WPV, SMAAP, LEO
- Teaching in a skills lab, including content development (1 pt per topic, 2 pts max) \_\_\_\_\_
- Give a presentation to unit/department related to information from attending a professional national conference (1 pt per conference, 2 pts max) \_\_\_\_\_
- Design teaching aids or tools for staff (1 pt per topic, 2 pts max) \_\_\_\_\_
- Design teaching aids or tools for individual patient or caregiver (1 pt per topic, 2 pts max) \_\_\_\_\_
- Champion a unit or hospital/ambulatory based performance/quality improvement activity (2-3 pts per activity, 4 pts max) \_\_\_\_\_
- Facilitate/present a unit or hospital/ ambulatory based in-service or presentation (1 pt per presentation, 4 pts max) \_\_\_\_\_
- Any other education project per management approval (1 pt per project, 2 pts max) \_\_\_\_\_
- Facilitate a study group for specialty certification (1-2 pts per study group based on involvement, 2 pts max) \_\_\_\_\_
- Participation in community-based event providing health education (1 pt per event, 2 pts max) \_\_\_\_\_
- Demonstrate management of a comprehensive assessment patient with complex needs (1-3 pts based on complexity, 3 pts max) \_\_\_\_\_
- Champion a performance/quality improvement activity related to teaching patient/caregiver (2-3 pts per activity, 3 pts max) \_\_\_\_\_
- Curriculum development for patient education (2 pts per topic, 3 pts max) \_\_\_\_\_
- Course instructor for patient education (1 pts per course, 2 pts max) \_\_\_\_\_

**Total Points of Sections 2-4 (must be ≥ 12 points):** \_\_\_\_\_

\*\*Awarded points are based on the activity and the evidence provided in the application. The points listed in each activity is meant to be a guide and not an absolute.

**Maintenance:** This section to be utilized during the yearly evaluation period.

- |   |                              |                             |
|---|------------------------------|-----------------------------|
| Employee is maintaining CNIII qualifying criteria (≥12 points and project/exemplar) | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| CNIII role and responsibilities performance expectations reviewed                   | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Date of Initial CNIII advancement _____   |                              |                             |
| Maintain current CNIII title  | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Transition from CNIII to CNII position  | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

Scan this completed rubric form and additional point documentation into the employee’s yearly performance management document in UC Path.