

**PEN PROGRAM**

**RNFA ONLY**

**Professional Excellence in Nursing**

**Clinical Nurse III= 22 points (Initial) 24 pts (renewal)**

**Clinical Nurse IV= 37 points (Initial) 39 pts (renewal)**

**Refer to the PEN Clinical Ladder Reference Manual for detailed information on the Performance Criteria to complete your application.**

**Primary clinical education (self/others)**

	<b>Points</b>	<b>Total</b>
Masters of Science in Nursing	5 pts	
Masters degree in health related field	4 pts	
Bachelors of Science in Nursing	4 pts	
Bachelors degree in health related field	3 pts	
Bachelors degree	1 pt	
Graduate Certificate: Elder Law, Patient Advocacy	2 pts	
Specialty certification (CCRN, ONC, etc.)	3 pts	
Instructor (BLS/ACLS/PALS/TNCC)	3 pts	
Super User trainer	2pt/can use this topic twice max of 4 pts	
Formal preceptor	1pts/70 hours (max of 5 pts)	
Clinical Ladder (PEN) mentor	1 pt/applicant (max 5 pts)	
	<b>TOTAL</b>	

**Nursing Guidelines/Policy development**

	<b>Points</b>	<b>Total</b>
Develops nursing guideline or policy	2pts/guideline for max of 4 pts	
Revision of nursing guideline or policy	1pt for every 5 guidelines/policies for max 2 pts	
	<b>TOTAL</b>	

**Development of patient education materials**

	<b>Points</b>	<b>Total</b>
Develops and implements patient education	2pts/each for a max of 4 pts	
	<b>TOTAL</b>	

**In-service presentation**

Coordinates, organizes and presents in-service for CE
Coordinates, organizes and presents in-service
Present unit education information/competency (ie: skills lab)
Develops poster for unit/department education

Points	Total
5pts	
4pts	
1pt/session for max of 5 pts	
2pts/poster board for a max of 4 pts	
TOTAL	

**Special projects**

Special project
Special project with Implementation
Published article/chapter
Submitted article
Published chapter in book:co-author
Grant writing/assist with grant writing
Acquires skills over and above department expectation (TNCC, SANE, Biotherapy, ACLS etc)

Points	Total
3pts	
5pts	
5pts	
4pts	
3pts	
5pts/3pts	
2pts/each	
TOTAL	

**Committee participation**

Officer or board member of a professional nursing organization
Member of a professional nursing organization
Chair of committee
Co-chair of committee
UTMC committee member

Points	Total
5pts	
2pts	
4pts	
3pts	
2pts/committee	
TOTAL	

**Attend national/state/regional conference**

Certificate of attendance
Presenting information to staff from conference (inservice/poster board)

Points	Total
3pts	
5pts	
TOTAL	

**Community outreach activity, health-care related**

Leadership/organization of each event: UT/ UTMC promoted event
Leadership/organization of each event: Non UT/UTMC promoted event
Participant at event: UT/UTMC promoted event
Participant at event: Non UT/UTMC promoted event
Medical mission

Points	Total
5pts	
4pts	
2pts/event	
1pts	
5pts	
Total	

**Positive customer experience**

Specifically named or recognized by a customer

Points	Total
1pt/mention for a max 5 pts; 3pts for Shining Star Award	
TOTAL	

**Years of active RN experience**

5-15 years as a RN
>15 years as a RN

Points	Total
1pt	
3pts	
TOTAL	

**Years of active RN experience at UTMC**

1-4 years as UTMC RN
5-9 years as UTMC RN
10-14 years as UTMC RN
15-19 years as UTMC RN
≥20 years as UTMC RN

Points	Total
1pt	
2pts	
3pts	
4pts	
5pts	
TOTAL	

**CE beyond 24 in the last 2 years**

25-27
28-30
31-33
34+
College Credit (1 credit=15 CE)

Points	Total
1pt	
2pts	
3pts	
4pts	
TOTAL	