

## PEN PROGRAM

### Professional Excellence in Nursing

**Clinical Nurse III= 20 points (Initial) 22 pts (renewal)**

**Clinical Nurse IV= 35 points (Initial) 37 pts (renewal)**

**Refer to the PEN Clinical Ladder Reference Manual for detailed information on the Performance Criteria to complete your application as well as checking the new or renew application sheet to ensure all components are complete.**

#### Primary clinical education (self/others)-Only Highest degree obtained counts

	Points	Total
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	
Specialty certification (CCRN, ONC, etc.)	3 pts/max 6pts	
Instructor (BLS/ACLS/PALS/TNCC)	3 pts/max 6pts	
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)	
	TOTAL	

#### Nursing Guidelines/Policy development

	Points	Total
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	
	TOTAL	

#### Development of patient education materials

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

**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/max 10pts	
4pts/max 8pts	
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)
Acquires skills over and above department expectations (interviewing panel for unit/department new hires) <b>(2 points) can only use once.</b>

Points	Total
3pts	
5pts	
5pts	
4pts	
3pts	
5pts/3pts	
2pts/each	
2pts	
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 /max 10pts	
2pts/max 4pts	
4pts/max 8pts	
3pts/max 6pt	
2pts/committee/max 6pt	
TOTAL	

**Attend national/state/regional conference**

Certificate of attendance <b>(3 points) can use 4 per renewal period or 2 per year; for a maximum of 12 points (2 Conferences max per year)</b>
Presenting information to staff from conference (in-service/poster board)

Points	Total
3pts/can use 4 per renewal period or 2 per year; for a maximum of 12 points (2 Conferences max per year)	
5pts/max 10pts	
TOTAL	

**Performance/quality improvement activities**

Formal performance improvement project
Data collection for performance Improvement Project (handwashing, CAUTI, ect.) <b>(2 points) can use 2 for a maximum of 4 points</b>

Points	Total
5pts	
2pts/max 4pts	
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/max 10pts	
4pts/max 8pts	
2pts/event(max 4pts)	
1pts/max 2pts	
5pts/max 10pts	
TOTAL	

**Positive customer experience**

Specifically named or recognized by a customer
Specifically named or recognized by a customer <i>(1 point/for Team "The Daisy Award"; 3 points for receiving an individual "The Daisy Award" )</i>

Points	Total
1pt/mention for a max 5 pts; 3pts for Shining Star Award;3pts Personal Daisy award; 1pt Team Daisy 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	