
REWARD AND RECOGNITION

Monetary compensation

Annual recognition ceremony

WHEN TO APPLY

Applications accepted twice a year

Submit to mentor by Feb 1st for final

March 1st submission

Submit to mentor by Aug 1st for final

Sept 1st submission

WHAT'S NEXT?

Print out Application and Menu Criteria

Meet with your manager

Manager must pre-approve projects

Contact Charlene Draleau at

cdraleau@lifespan.org

A mentor will be matched with you

Choose point system or nursing
research study

Start building your portfolio

CLINICAL ADVANCEMENT PROGRAM



RHODE ISLAND
HOSPITAL/
HASBRO
CHILDREN'S
HOSPITAL

WHAT IS THE CLINICAL ADVANCEMENT PROGRAM?

The Clinical Advancement Program fosters a culture of professional development from the start of employment. This program promotes certification, education and lifelong learning, and recognizes clinical nurses' contributions to their profession and their communities.

HOW IT WORKS

Nurses progress through five levels of advancement; levels 3-5 include monetary compensation. Mentors will be available throughout the program.

PROFESSIONAL DEVELOPMENT

Encourage professional growth

Provide various opportunities for development

Encourage certification

Encourage BSN completion

Reward MSNs that remain at bedside

LEVELS OF THE CLINICAL NURSE

CN1: Novice

CN2: Competent

CN3: Proficient

CN4: Expert

CN5: Masters

ELIGIBILITY

Must be a registered clinical staff nurse, working 20 or more standard hours in a direct care position with a minimum of one year at RIH/HCH (inpatient, ambulatory, perioperative, emergency services). Levels 3-5 require national certification.

PROGRAM GOALS

Align with RIH/HCH Quality Priorities and Nursing Professional Practice Model to promote quality, safety, clinical excellence and patient-centered care

Provide recognition and advancement for professional accomplishments and excellence in practice

Establish a framework that supports professional development

Strengthen quality and safety of nursing practice

Promote leadership skills

Enhance recruitment and retention