

# Clinical Ladder : An Ancillary Perspective

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## BACKGROUND

Professional development and recognition are key motivators for job satisfaction and retention. The Clinical ladder is a catalyst for professional and personal development. It demonstrates UMC's commitment and dedication to excellence. Prior to January 2023, this was exclusively available to our Nursing colleagues.

## PURPOSE

Development of a plan for inclusion of ancillary departments in the clinical ladder program. Utilizing a review of current trends, identify a program fostering interdisciplinary collaboration with increased participation in hospital wide activities.

## METHODS

In collaboration with the Clinical Ladder Committee (a sub council of Professional Development Education Council (PDEC))

- Review of current RN scoring system
- Develop "Interdisciplinary Professional" scores
- Collaboration with administration for budget/timelines of roll out in the next fiscal year
- Review of current literature for non nursing departments in similar Pathway designated and

Applicant Name	Unit	Position	Goal Level
<b>Standard I - Professional Commitment Standards</b>			
1	Participates in the internal process of development or establishment for professional		
2	Participates in a job-council for representing UMC		
3	Mentorship (MNT) - No direct and/or indirect supervision of PDEC		
4	Membership in a local or national professional organization representing your discipline (for ASHA, AOTA, APTA, etc.) - 1 credit for each membership level (0-100%)		
5	1 - Board membership or committee member of a professional healthcare organization for a minimum of one (1) year		
6	2 - National membership in your specialty of discipline		
7	3 - Advanced specialty certification in your therapy (if applicable)		
8	4 - Publication of an article in a local, state, or national professional journal (i.e. PLS, etc.)		
9	5 - Publication of an article in a local, state, or national newsletter or journal		
10	6 - Complete an Individual Development Plan with UMC - Clinical Education		
<b>Standard II - Educational Activities Standards</b>			
1	1 - Advanced degree in a Healthcare discipline		
2	2 - Advanced graduate certificate in your therapy (if applicable)		
3	3 - Advanced certificate in your specialty of discipline		
4	4 - Completed Master's or Doctorate (if your master's certificate in Healthcare)		
5	5 - Successful completion of UMC Career Progression Course or Program Evaluation Course within the last three (3) years (must be completed at UMC)		
6	6 - Serves as a Preceptor or Clinical Instructor (CI) 200 hours for the year		
7	7 - Complete a course of education related to clinical practice annually (100% should be in applicable disciplines)		
8	8 - Complete a Leadership course		
9	9 - Present at a conference and/or attend a training, BLS or in-person and works as a Super User in BLS		
10	10 - Minimum one (1) "Presentor" (lecturer) of a non-CEU educational program/lecture		
11	11 - Minimum one (1) "Presentor" (lecturer) of a CEU-level educational program/lecture		

**UMC UNIVERSITY MEDICAL CENTER**  
Professional Clinical Ladder Application Form

Please print neatly and complete this form thoroughly before submitting application.

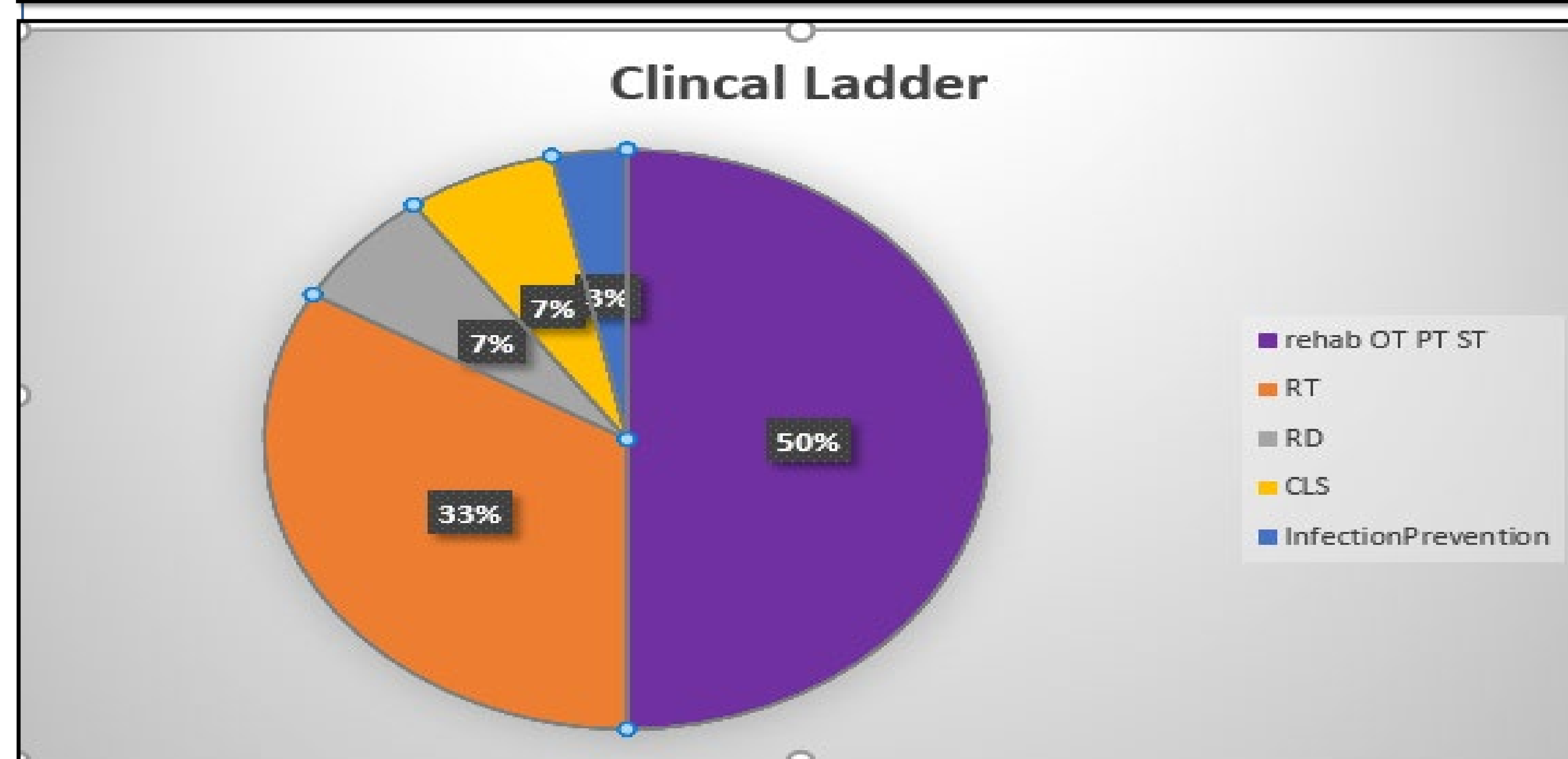
Applicant Name: \_\_\_\_\_ Hire Date: \_\_\_\_\_  
 Unit: \_\_\_\_\_ Cost Center: \_\_\_\_\_ Shift: \_\_\_\_\_  
 Highest Degree (circle one): ASN/ADN BSN MSN PhD Other: \_\_\_\_\_  
 Goal Level (circle one): I II III

Phone: Work: \_\_\_\_\_ Other: \_\_\_\_\_  
 Email: \_\_\_\_\_

\*Classification (Circle One): Full-Time (40.0) Part-Time (20.0)  
 Per Diem (must work 24 hrs./wk. or 240 hrs./yr. in the year prior to application and during application year)

TRACK (circle one): NURSING INTERPROFESSIONAL  
 First Application to Clinical Ladder? \_\_\_\_\_ OR Current Level? \_\_\_\_\_ Time on Current Level: \_\_\_\_\_

\*Most recent Performance Appraisal: Date: \_\_\_\_\_ Score: \_\_\_\_\_  
 \*Any formal disciplinary action (written warning or above) within the last 12 months? (Please circle one): Yes No



NICU RNs, OT PT volunteer in Lil Roar Support group



Interdisciplinary group during nursing awards



OT in Ambassadors' Group



Ice cream social

Foster Interdisciplinary collaboration in various hospital wide activities

## RESULTS

- ❖ **30 current applicants in the clinical ladder-**  
Increased participation of staff in ancillary departments in the inter professional clinical ladder from inception in January 2023  
**OT, PT, SLP, CLS, RD, RT, SW, Infection Prevention**
- ❖ Improved participation of hospital staff (nursing and ancillary) in hospital community related events and volunteer opportunities
- ❖ Improved participation in various hospital committees (i.e. Ambassadors, Skin, Practice, Professional Development, Patient/Family Education Council, Preceptors)
- ❖ Foster interdisciplinary collaboration
- ❖ Expansion with initial meeting with Pharmacy and APRN CNS/NNP group (August 2023)

## CONCLUSIONS

Excellent response from the various ancillary departments with anticipation of inclusion in the clinical ladder program. Improved employee engagement as evidenced by increased participation in hospital based initiatives. Continued work needs to be completed for development of specific guidelines for inclusion of Pharmacy and APRN CNS/NNP staff. Opportunity for possible research and contribution to current literature regarding potential benefits of implementation.

## REFERENCES

References available upon request

