

## UAMS Medical Center – (SOARn Clinical Ladder) RN

Level	Requirements	Compensation	Promotion Criteria to next level In attempting to attain the next level of proficiency, All RN I through RN III level staff should begin to demonstrate the skills necessary for advancement.	Miscellaneous
<b><u>RN I</u></b> (Novice)	<ul style="list-style-type: none"> <li>Position for all Entry Level Professional Nurses until they successfully complete the probationary period and are full partners in care.</li> </ul>	Starting salary per calculation sheet	<b>To RN I (Advanced)</b> <ul style="list-style-type: none"> <li>Successful completion of orientation period.</li> <li>Ability to be a full care partner.</li> </ul>	<ul style="list-style-type: none"> <li>Promotion to the RN I (advanced beginner) is expected to occur within 6 months of the date of hire.</li> <li>Promotion based on successful completion of and returning all orientation materials AND Manager approval.</li> </ul>
<b><u>RN I</u></b> (Advanced Beginner)	<ul style="list-style-type: none"> <li>Position for entry level professional nurses who have completed the probationary period and demonstrate acceptable performance with support and mentoring from other team members.</li> <li>Provides safe patient care at a basic level.</li> <li>Practice is primarily guided by policies, procedures and standards</li> </ul>	No increase	<b>To RN II A (competent)</b> <ul style="list-style-type: none"> <li>Minimum 1 year of experience. Able to practice nursing as a full partner with minimal supervision.</li> <li>Applies basic knowledge and skills to meet standards of care for the most common patients encountered in his/her specialty.</li> <li>Completes all required development/training as indicated in the SOARn Curriculum for a RN I.</li> <li>Completion of the New Graduate Program, Transition to Practice.</li> </ul>	<ul style="list-style-type: none"> <li>Promotion to the RN IIA (competent) level is expected to occur within 6 months after the date eligible to be promoted.</li> <li>Promotion based on professional portfolio development, successful completion of quarterly assessments and the annual evaluation/competency process AND manager approval.</li> </ul>
<b><u>RN II A</u></b> (Competent)	<ul style="list-style-type: none"> <li>Minimum 1 year experience and practices as a full partner on the interdisciplinary team with minimal supervision.</li> <li>Applies basic knowledge and skills to meet standards of care for the most commonly encountered patients in his/her clinical specialty.</li> <li>Incorporates feedback and mentoring from consultations with more experienced clinicians.</li> </ul>	6% Promotion	<b>To RN II B (efficient)</b> <ul style="list-style-type: none"> <li>Minimum 2 years nursing experience as a full partner in care.</li> <li>Able to proactively and independently coordinate the plan of care for a variety of patients from common to complex.</li> <li>Completes all required development/training as indicated in the SOARn Curriculum for a RN IIA.</li> </ul>	<ul style="list-style-type: none"> <li>Promotion to the RN II B (efficient) level is expected to occur within 6 months of the date eligible to be promoted.</li> <li>Promotion based on professional portfolio development, successful completion of quarterly assessments and the annual evaluation/competency process AND Manager approval.</li> </ul>

<p><b><u>RN II B</u></b>  <b>(Efficient)</b>  <u>Refer to the SOARn Grid below</u></p>	<ul style="list-style-type: none"> <li>▪ Minimum 2 years of nursing experience as a full partner on the interdisciplinary team.</li> <li>▪ Proactively and independently coordinates plan of care by applying knowledge from clinical experience to improve quality patient outcomes for a variety of patient situations from common to complex.</li> <li>▪ Makes independent decisions guided by experience as well as policies and standards.</li> <li>▪ Consults others for some complex patient issues.</li> <li>▪ Begins to assume a leadership role and seeks mentoring in this process.</li> </ul>	4% Promotion	<p><b>To RN III (proficient)</b></p> <ul style="list-style-type: none"> <li>▪ Minimal 3 years nursing experience as a full partner on the interdisciplinary care team.</li> <li>▪ Able to perceive situations as a whole and apply knowledge from clinical experience by analyzing findings for complex patients to improve practice and quality patient outcomes.</li> <li>▪ Completes all required development/training as indicated in the SOARn Curriculum for a RN IIB.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Promotion to the next level is expected to occur within 6 months of the date eligible to be promoted.</li> <li>▪ Promotion based on professional portfolio development, successful completion of quarterly assessments and the annual evaluation/competency process AND Manager approval.</li> <li>▪ This is the level where a nurse may begin to assume unit charge and preceptor responsibilities.</li> </ul>
<p><b><u>RN II-C</u></b>  <b>Nationally Certified</b>  <b>(Proficient)</b></p>	<ul style="list-style-type: none"> <li>▪ RN III with current national certification in defined specialty.</li> </ul>	\$.75 hr. differential	<ul style="list-style-type: none"> <li>▪ Must maintain current certification and submit evidence as requested.</li> <li>▪ Expiration of certification results in loss of \$.75 hr. differential.</li> </ul>	
<p><b><u>RN III</u></b>  <b>(Proficient)</b>  <u>Refer to the SOARn Grid below</u></p>	<ul style="list-style-type: none"> <li>▪ Minimum 3 years of nursing experience as a full partner on the interdisciplinary team.</li> <li>▪ Perceives situations as a whole and applies knowledge from clinical experience by critically analyzing findings for complex patients to improve practice and quality patient outcomes</li> <li>▪ Relies on previous experience for critical thinking for actual and potential problems and their solutions.</li> <li>▪ Is recognized for knowledge and skills by their peers.</li> <li>▪ Consistently assumes a developing leadership role.</li> </ul>	4% Promotion	<p><b>To RN III (Resource Nurse)</b>  <i>In addition to the requirements for RN III.</i></p> <ul style="list-style-type: none"> <li>▪ Application for and acceptance as a resource nurse.</li> <li>▪ Able to work independently on a project.</li> <li>▪ Able to involve other staff nurses in best practice.</li> <li>▪ In the absence of RN III candidates for Resource Nurse, an exceptional RN II may apply for a resource role with CSM approval.</li> <li>▪ Anyone progressing from RN III proficient, to RN IV/ RN V must complete the application process, and be approved by the CSM.</li> </ul>	<p>Maintaining this level depends on successful development of professional portfolio, completion of quarterly assessments and the annual evaluation/competency process AND manager approval.</p> <ul style="list-style-type: none"> <li>▪ Must continually perform at a proficient level.</li> <li>▪ Completes all required development/training as indicated in the SOARn Curriculum for a RN III.</li> </ul>

	<ul style="list-style-type: none"> <li>Has had the training and is capable of functioning in the role of charge nurse and/or preceptor.</li> </ul>			
<b><u>RN III-C</u></b> <b><u>Nationally Certified</u></b> (Proficient)	RN III with current national certification in defined specialty.	\$.75 hr. differential	<ul style="list-style-type: none"> <li>Must maintain current certification and submit evidence as requested.</li> <li>Expiration of certification results in loss of \$.75 hr. differential.</li> </ul>	
<b><u>Resource Nurse</u></b>	<ul style="list-style-type: none"> <li><i>In addition to the requirements for RN III.</i></li> <li>Learning to negotiate the health care system to maximize the delivery of quality care and to minimize the cost of patient care services.</li> <li>Focuses toward the professional growth and promotion of quality care by participation in the Resource Nurse Program.</li> </ul>	\$2000.00 compensation after successful completion of all requirement as designated in a 9 month rotation. Rotations begin every January.	Current Resource Nurse Specialties; <ul style="list-style-type: none"> <li>Clinical Informatics</li> <li>Infection Control</li> <li>Patient Experience (formally known as Pain Control)</li> <li>Nurse Retention</li> <li>Safety</li> <li>Skin Care</li> <li>Value Analysis</li> </ul>	Maintaining this level depends on successful evaluation AND manager approval. <ul style="list-style-type: none"> <li>Must perform successful resource roles to achieve bonus.</li> <li>Units/areas may utilize 1 of each of the resource nurse roles certain patient populations may necessitate having 2 of a particular type of resource nurse role, in which case it is expected that the resource nurses will work opposite shifts and ideally would cover am, pm and/or weekends.</li> <li>Resource Nurses who receive a written disciplinary during the program rotation will no longer be able to continue in the program and will not be compensated.</li> <li>All requirements of Resource nurse program.</li> </ul>
<b><u>RN IV</u></b> <b><u>Expert Level</u></b>	1) Minimum of 4 years of nursing experience in the defined specialty 2) Nationally certified 3) BSN 4) Completion of all required development on SOARn curriculum for RNIV. <ul style="list-style-type: none"> <li>Provides leadership and support within the PNO for initiatives and strategic planning to improve patient outcomes at all levels of the organization.</li> </ul>	6% promotional increase	<b>To any RNIV(expert)</b> RN III's may promote to RN IV-CE or RN IV-M if they meet the following requirements: <ol style="list-style-type: none"> <li>Minimum of 4 years of <i>cumulative</i> nursing experience.</li> <li>Hold a <b>current</b> specialty certification for the area they are seeking a promotion.</li> <li>Currently have a BSN.</li> <li>Successful development of professional portfolio, completion of quarterly assessments and the annual evaluation/competency process.</li> </ol>	<ul style="list-style-type: none"> <li>RNs may not transfer to another area as an RN IV unless within the same specialty. This is to be determined and approved by the Center for Nursing Excellence. The RN will move back into the RN III position.</li> <li>RN IV's may not apply for a Resource Nurse role.</li> <li>RN IVs who receive a written disciplinary warning will be demoted to RN III at that time.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Intuitive, comprehensive knowledge base as a foundation for clinical expertise.</li> <li>▪ Self-directed, flexible and innovative in patient care and problem solving.</li> <li>▪ Promotes critical thinking, cultivates mentoring relationships.</li> <li>▪ Evaluates, recommends and implements practice changes based on evidence-based practice literature.</li> </ul>		5) Successful initial and annual portfolio submissions and review by the RN IV Review Board.	
Clinical Expert (RN IV- CE)	<ul style="list-style-type: none"> <li>▪ Provides direct patient care on a daily basis and will assume progressing levels of responsibility r/t standards development, staff training, and patient education around their clinical specialty.</li> </ul>		Clinical focus with support, mentoring an oversight (project) by the Advanced Practice Partner.	Maintaining this level depends on professional portfolio development, successful quarterly assessments, evaluation AND manager/APP approval <ul style="list-style-type: none"> <li>▪ All RN IV Clinical Expert nurses must successfully complete all requirements as outlined in the RN IV policy.</li> </ul>
Management Track (RN IV- M)	<ul style="list-style-type: none"> <li>▪ May serve as primary charge nurse.</li> <li>▪ Assumes selected delegated unit management tasks and will begin development of skills necessary to move into CSM/management role.</li> <li>▪ The number of Management Experts is r/t unit need and director approval.</li> </ul>		Administration focus with supporting mentoring and oversight (project) by the CSM.	Maintaining this level depends on professional portfolio development, successful quarterly assessments evaluation AND manager approval. <ul style="list-style-type: none"> <li>▪ All RN IV Management Track nurses must successfully complete all requirements as outlined in the RN IV policy.</li> </ul>
<b><u>RN V</u></b> Expert Level	<p>1) Minimum of 4 years of nursing experience in the defined specialty</p> <p>2) Nationally certified</p> <p>3) Master's Degree within a nursing specialty</p> <p>4) Completion of all required development on SOARn curriculum for RN V.</p> <ul style="list-style-type: none"> <li>▪ Provides leadership and support within the PNO for initiatives and strategic</li> </ul>	<ul style="list-style-type: none"> <li>• 4% if promoting from RN IV to RN V</li> <li>• 10% if promoting from RN III to RN V</li> </ul>	<p><b>To RN V</b></p> <p>RN III's and RN IV's may promote to RN V if they meet the following requirements:</p> <ol style="list-style-type: none"> <li>1) Minimum of 4 years of <i>cumulative</i> nursing experience.</li> <li>2) Holds a <b>current</b> specialty certification and/or an APRN board certification relevant to the area they are seeking a promotion.</li> <li>3) Master's Degree within a nursing specialty.</li> </ol>	<ul style="list-style-type: none"> <li>▪ RNs may not transfer to another area as an RN V unless within the same specialty. This is to be determined and approved by the Center for Nursing Excellence. The RN will move back into the RN III position.</li> <li>▪ RN V's may not apply for a Resource Nurse role.</li> <li>▪ RN Vs who receive a written disciplinary will be demoted to RN III at that time.</li> </ul>

	<p>planning to improve patient outcomes at all levels of the organization.</p> <ul style="list-style-type: none"> <li>▪ Intuitive, comprehensive knowledge base as a foundation for clinical expertise.</li> <li>▪ Self-directed, flexible and innovative in patient care and problem solving.</li> <li>▪ Promotes critical thinking, cultivates mentoring relationships.</li> <li>▪ Evaluates, recommends and implements practice changes based on evidence-based practice literature.</li> </ul>		<p>4) Successful development of professional portfolio, completion of quarterly assessments and the annual evaluation/competency process.</p> <p>5) Successful initial and annual portfolio submissions and review by the RN IV/ RN V Review Board.</p>	
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Clinical nurse progression in the SOARn Clinical ladder is expected to occur within 6 months of eligibility for RNI – III. Promotions to an RNIV and RN V track are optional.

Promotions are based upon an individual employee's performance as measured by quarterly assessments, the performance appraisal instrument, professional portfolio development, experiential qualifications, and other factors.

There are no voluntary demotions for RN II-III levels. Failure to perform at the designated level will result in an action plan to address the deficiency. Failure to attain the appropriate position or maintain an acceptable level of performance after the action plan may result in demotion and /or progressive discipline up to and including termination. Voluntary demotions from RN IV and RN V may be considered and carried out with an appropriate decrease in salary and the approval of the CSM and Director.

RN IVs and RN V's failing to perform at an acceptable level, defaulting on qualifiers or educational and/or certification commitments will be demoted to RN III status and receive a decrease in pay equal to the level of dollar amount received at the time of their promotion to RN IV and RN V.

SOARn Curriculum

Title	Required	Recommended
RN I	<ul style="list-style-type: none"> <li>• Orientation to role</li> <li>• <a href="#">Transition to Practice completion</a> (On-Campus Class)</li> </ul>	<ul style="list-style-type: none"> <li>• Creating Professional Nursing Portfolio (current updating)</li> <li>• <a href="#">Scope of Practice for Nurses</a> (online module)</li> <li>• Stress Management (On-Campus Class)</li> <li>• <a href="#">Time Management</a> (online module)</li> </ul>
RN IIA	<a href="#">Adult Learning Principles</a> (online module)	<ul style="list-style-type: none"> <li>• Stress Management (On-Campus Class)</li> <li>• <a href="#">Time Management</a> (online module)</li> <li>• Professional Presentations (On-Campus Class)</li> <li>• Communication in the Workplace (“highly recommended” to take this course before the required Delegation module is taken)</li> </ul>
RN IIB <b>Or</b> Preceptor below	<a href="#">Delegation and Decision Making Module</a> (online module) <b>If CSM/APP has not approved the preceptor role, this course is required.</b>	<ul style="list-style-type: none"> <li>• <a href="#">Certification Review Course (for specialty)</a></li> <li>• Professional Presentations (On-Campus Class)</li> <li>• Leading Change (On-Campus Class)</li> </ul>
RN III <b>Or</b> Charge Below	<a href="#">Financial and Quality Metrics</a> (online module) <b>If CSM/APP has not approved the charge role, this course is required.</b>	<ul style="list-style-type: none"> <li>• Acuity-based assignments (online module)</li> <li>• Mentoring Others (On-Campus Class)</li> </ul>
RN IV and RN V	<a href="#">Leadership Essentials</a> (On-Campus Class) The RN IV/ RN V has 24 months from their promotional date to complete this course.	<a href="#">CITI Course (Human Subjects Protection)</a> (online)
Preceptors	<a href="#">Preceptor course</a> (online module) <b>If CSM/APP approves the preceptor role, this course is required in place of the Delegation and Decision Making Module.</b>	
Charge Nurses	<a href="#">Charge Nurse course</a> (online module) <b>If CSM/APP approves the charge role, this course is required in place of the Financial and Quality Metrics course.</b>	