

	Level I	Level II	Level III	Level IV
Years' Experience *All RNs must complete their 90-day probationary period to be eligible for any level	Successful completion of orientation	1+ Years' RN Experience	2+ Years' RN Experience	3+ Years' RN Experience
Academic, Certification and Leadership Minimum Requirements	Any nursing degree No certification required	Any nursing degree No certification required	Diploma or ADN and Charge Nurse/ Preceptor for 2+ years -OR- Diploma, ADN, or BSN/MSN in progress with national specialty certification -OR- BSN/MSN completed, no certification required	Diploma or ADN and Charge Nurse/ Preceptor for 5+ years -OR- BSN completed -OR- MSN in progress/ completed Specialty certification required regardless of education level
Committee Involvement (Must have attended at least 4 meetings in the last 6 months)	None required	Actively serves on (1) unit based or hospital wide committee	Actively leads (1) or serves on (2) unit based or hospital wide committee(s)	Actively leads (1) or serves on (2) unit based or hospital wide committee(s)
Additional Requirements	None required	Must complete at least (1) activity in (3) categories below	Must complete (2) activities in (3) categories below	Must complete (2) activities in (4) categories below

1. Leadership	2. Quality/ Performance Improvement	3. Professional Development	4. Service to the Community/ Hospital	5. Nurse as Preceptor/ Mentor/ Educator
Serves as a resource for nursing staff as observed by nurse manager and/or charge nurses	Creates a poster/display as resource for new process or equipment	Active member of a professional organization	Volunteered time to facilitate/implement health and wellness in the community (Red Cross, etc.)	Create and present a nursing focused in-service (unit level)
Serves in the charge nurse role (if not needed for minimum requirements)	Actively serves on Unit Based Council (beyond minimum requirement)	Reads evidence based research literature to enhance nursing knowledge and writes a reflection	Serves as a board member of an external organization	Serve as resource person during a change initiative implementation to peers on unit (Ex: Train the trainer)

Participates in peer interview process (at least 3 interviews completed)	Serve as unit representative on QI/ PI subcommittee (beyond minimum requirement)	Obtain certification in specialty area (if not needed for minimum requirements)	Serve as community education instructor (parenting/ childbirth classes, EMT, life guard, babysitter classes)	Presents information from a conference or continuing education course to unit
Facilitates a Critical Event debriefing	Serve as unit champion for quality measures (i.e. skin champion)	Attend a local nursing conference/ event and write a brief reflection	Presents at career day event to outside agency (schools, YMCA, etc.)	Precept a nursing student for their capstone experience
Chair or organize professional conference/ teaching day/ lunch and learn	Identify potential areas of investigation and search for evidence for a potential QI/PI initiative	Attend a national nursing conference/ event and write a brief reflection	Active in your college's nursing alumni organization, participating in events/ outreach, etc.	Review, update and present an overview of a unit based policy
Leads an organizational committee (beyond minimum requirement)	Collect and analyze data for potential QI/ PI initiative	Enrolled in nursing Bachelor's degree program (if not needed for minimum requirements)	Participates in a unit/ nursing/ hospital fundraiser or item drive	Present current relevant EBP article review at a unit meeting and lead discussion
Serves in a leadership role/ board member of a professional nursing organization	Implement of a QI/ PI project or initiative	Enrolled in nursing Master's degree program (if not needed for minimum requirements)	Participates in community based fundraising activity or item drive	Skills validation (unit/department level) Ex: drills, new equipment etc.
Creates/ implements or reinforces a peer recognition initiative as observed by manager	Evaluation of a QI/PI project or initiative	Attend an online nursing workshop or class worth at least 2 CE credits	Participates in tutoring or mentoring of nursing students (outside of paid work hours)	Serve as a Nurse Orientor/Preceptor (if not needed for minimum requirements)
Creates/ implements or reinforces team building initiative on unit or between units	Assist in performing a QI/PI audit (documentation, gel in /gel out, skin rounds, etc.)	Research and develop nationally recognized display of clinical practice (i.e. poster presentation at national conference)	Serves as vaccination nurse at influenza/ COVID vaccine clinics	Maintains instructor certification in addition to staff nurse role (Ex: CPR, NRP)
Participates in a nursing leadership course from Educational Services or outside the organization	Hold evidence-based practice workshop on unit	Write an article to be submitted to a nursing publication (does not need to be published yet)	Lead a public health awareness campaign for the hospital/ community	Adjunct faculty in addition to staff RN role

*An **exemplar** may be written in any of the above categories to count as (1) activity per category.