

Professional Advancement for Clinical Excellence (PACE) Program

Promote professional development and involvement in organization while improving nurse retention rates.

Available to all Renown Health full and part time non-exempt registered nurses involved in direct patient care. Levels 1 - 3 may enter the program anytime during the anniversary year. Payout for each level will be at your annual evaluation if all requirements have been met.

	<p style="text-align: center;"><u>Level 1 – 2.5%</u></p> <p>Complete all OLAs, required courses, certifications by due date. No corrective action in the last rolling 12 months. At least 200 points on annual evaluation. At least 75% participation at staff meetings. Declare committee membership intention by end of first year. <i>You may only receive the level 1 bonus once. You will be paid on the pay period following your first-complete annual evaluation.</i></p>
	<p style="text-align: center;"><u>Level 2—7.5%</u></p> <p>Meet all Level 1 requirements. Act as preceptor/charge nurse/mentor OR be prepared when opportunity arises by completing required training classes. Attend at least 4 lectures OR a professional conference offering at least 4 CEUs OR currently enrolled or completion of degree program for BSN or MSN AND evidence of participation in at least 75% of committee meetings.</p>
	<p style="text-align: center;"><u>Level 3—10%</u></p> <p>Meet all Level 1 and 2 requirements. May start at Level 3 based on level of experience or position (Nursing Supervisor). Participate in Preceptor, Charge, or Mentor Programs. Obtain a Professional/Specialty Certification OR act as a unit-based Quality Champion AND enrollment or completion of in a BSN or MSN program. Unit-based Project Presentation/EB Research on a</p>
	<p style="text-align: center;"><u>Level 4—15%</u></p> <p><i>Requires full year commitment—must initiate at annual evaluation.</i> Meet all Level 1-3 requirements. Professional/Specialty Certification Required. EB Project Presentation: Spans a broad subject with multidisciplinary collaboration with the goal of quality improvement or process change tied to Renown Health Strategic Plan. Requires multiple presentations/educational offerings to multidisciplinary team. Requires Director approval. BSN required, completion or enrollment in MSN/DNP (completion in 3 years)</p>
	<p style="text-align: center;"><u>Level 5—20%</u></p> <p><i>Requires full year commitment—must initiate at annual evaluation.</i> Meet all Level 1-4 requirements. Masters or DNP required or current enrollment in accredited MSN or DNP Program with completion within three years of initial enrollment. May use Master's Project/Thesis for IRB Publishable EBP/Research-based Project and Presentation OR Poster/Podium Presentation Abstract acceptance at national conference. Requires Director approval.</p>
	<p style="text-align: center;"><u>PACE Program</u></p> <p style="text-align: center;">Full details of the PACE Program can be found on Inside Renown under Department Sites > Nursing</p>