



LEADERSHIP GUIDELINES FOR CLINICAL NURSE IV
Established December 2023

UCI Health has developed eligibility criteria for nurses desiring to promote to the Clinical Nurse IV classification. These include the ability to demonstrate leadership skills by a minimum of *four points* in leadership roles/responsibilities *within the last three years* that demonstrate continued interest in personal development, the ability to mentor and provide constructive feedback, and the ability to lead a team to produce better outcomes. Demonstration of these skills may include excellence in any of the following for a minimum of four points:

Item	Points
Leadership of a project team with effective project outcome and implementation	1 point
Advanced degree (MSN) with a focus in leadership	1 point
Consistent Relief PCC at minimum of once per month for one year	1 point
Preceptor with up-to-date class attendance and recent preceptor assignment	1 point
Chair/Co-Chair/Secretary of Practice Council	1 point
Leadership position in professional organization	1 point
House Supervisor role for at least one year	0.5 point
Membership in professional development program	0.5 point
Skin Prevalence Nurse (8/12 months)	0.5 point
Membership in quality councils and/or PI teams	0.5 point
Teaching a class/skills lab	0.5 point
Clinical instructor for at least one year	0.5 point
EPIC Superuser	0.5 point
TOTAL POINTS	