Program List

Name

Description

**Continuing Education (External):** External CNE is any continuing education course sponsored by an organization other than your hospital and RN participation is paid for using NSP I fund. NSP I funds are to be used exclusively for professional development of RNs, not mandatory education and training classes required by their job role

**Continuing Education (Internal):** Learning activities intended to build upon the educational and experiential bases of the professional RN for the enhancement of practice, education, leadership, administration, research, or theory development, to the end of improving the health of the public and RNs pursuit of their professional career goals. Internal CNE is defined as any continuing education course for RN staff that is sponsored by your organization and supported by NSP I funds. NSP I funds are to be used exclusively for professional development of RNs, not mandatory education and training classes required by their job role. For example, if the nurse is working in an environment requiring him/her to complete stroke training the use of NSP I funds is not allowable.

**Leadership, Preceptorship, Mentorship Programs:** Programs designed to develop skills in the art of precepting or mentoring nursing students, newly licensed or experienced RNs in their job roles and/or career advancement. Programs designed to develop leadership, preceptorship and mentorship skills for RNs from the frontline to the Boardroom. Support positions of these program must have direct correlation to the professional development of the RN.

**Nurse Residency Program for Newly Licensed RNs:** NRP is defined as a 12-month program consisting of a series of learning and work experiences designed to assist NLRNs of any degree type (associate/diploma, baccalaureate, and master degree) as they transition into their first professional roles. The NRP program is intended for NLRN with less than one-year experience with direct care roles in the hospital setting.

**Nursing Excellence Programs:** Designation as a nursing center of excellence indicates the organization has created a “positive work environment allowing nurses to continually advance and flourish”. Programs include Magnet® and Pathway to Excellence®. NSP I supports nursing education about nursing excellence programs and innovative projects to achieve Magnet or Pathway to Excellence NSP I cannot be used for celebrations or marketing of programs

**Nursing Student Programs:** These programs support employees to pursue basic generalist nursing degrees (i.e., ADN, BSN, MSN/MS) towards RN licensure. Programs may include internships/externships, tuition assistance & stipends. Funds may not include salaries for nursing student placement coordinators.

**Professional Advancement Programs:** An advancement program “designed for the development and recognition of the bedside clinical nurse.” Direct compensation (bonuses, differentials, etc) may be requested to pay mentor, preceptor or other roles supporting RN in their professional advancement. Excludes direct compensation (bonuses, differentials etc) for charge nurses or other RN roles involved in daily operations. May include program membership fees for recognition of nurses (Daisy, Beacon, Prism)

**Professional Certification:** Certification is a process by which a non-governmental agency or association certifies that an individual licensed to practice a profession has met certain predetermined standards specified by that profession for specialty practice. Its purpose is to assure various publics that an individual has mastered a body of knowledge and acquired skills in a particular specialty. Programs may include courses for RN certification or recertification or associated costs to obtain or maintain certification (i.e., examination fees or certification fees)

**Projects to Build Nursing Science (EBP, QI or Research):** A project or process designed to integrate the best available evidence into practice; trial a new idea to examine feasibility and efficacy; document the quality and effectiveness of health care and nursing services; or replicate or generate new scientific knowledge. NSP I fund shall not be used for hospital programs or initiatives that are otherwise funded through Infrastructure money in rates, programs that benefit the hospital or patients and not specifically nurses (for example payment of salary dollars for quality improvement nurses).

**RN Advanced Nursing Degree Programs:** These programs support RN employees to pursue higher levels of education in academic nursing degree-granting programs (i.e., BSN, MS/MSN, DNP/PhD). Programs may include tuition assistance, academic partnerships supporting onsite/online learning, and/or stipends.

**Shared Governance:** Shared Governance is defined as an organizational structure in which clinical nurses have a voice in determining nursing practice, standards, and quality of care. Shared governance models improve nurses’ work environment, satisfaction, and retention.

**Transition to New Nursing Leadership Roles**: Programs for experienced nurses who are transitioning into newly created organizational roles for career advancement, for example, care coordination, patient quality/safety, education, or nursing leadership or management or programs to develop preceptor and charge nurse roles. NSP I funds are to be used exclusively for education and training of the RN, not for salary support in the newly created role. For example, funds may be used to send an RN to education and training to gain competency as a care coordinator, however payment of their salary and wages once established in this role is not allowable

**Transition to Specialty Practice Programs for Newly Licensed and Experienced RNs:** Unit/department-based orientation programs for newly licensed or experienced RNs who are transitioning to a new or another nursing specialty, for example, the emergency department, critical care, perioperative care, or medical-surgical nursing. The orientation program provides participants with requisite knowledge and skills required by the licensing state, regulatory bodies/agencies and hospital organization to function competently in their job role. For consistency in data collection, classify any transition to practice program for NLRN not meeting the strict NRP definition, as an orientation program. For example, a mentorship or internship program for NLRN, less than 12 months in length, is deemed an orientation program. Excluded are general hospital and nursing orientation programs designed to introduce RNs to policies, procedures, and norms of the institution.

1