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Professional Development Council: Helping Nurses Climb the Ladder of Success

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Author

Tayag, Dahlia, MSN, RN

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Helping Nurses Climb the Ladder of Success

By Dahlia Tayag, MSN, RN, CCRN

Professional Development Council (PDC) is comprised of clinical nurses, nurse educators, and a facilitator from the leadership team. They meet every fourth Monday of the month, from 8am to 10am, in the Administrative Conference Room (ACR), Hillcrest. The initiatives of the PDC ensure achievement of goals as identified in the bylaws:

- To foster professional development and accountability of nursing staff along the continuum
- To retain high quality nursing staff within the organization
- To elevate the level of professional nursing through ongoing education, skills and evidence-based collaborative practice
- To enhance staff satisfaction and improve patient care outcomes

These goals are consistent with the organization's mission to take exceptional care of people through values of Quality, Caring, Integrity, Creativity and Teamwork.

As a Magnet designated institution, UC San Diego Health System emphasizes professional engagement and shared governance. As a result, the Professional Development Council (PDC) was created to facilitate nursing professional development, encourage

involvement of nursing staff in the clinical and operational processes, and provide opportunities for clinical and professional advancement. The PDC is committed to providing clinical nurses the opportunity for career advancement through a clinical ladder reclassification process. The council has developed guidelines and processes to support the nurses towards this achievement and for those that meet the promotional criteria. Project and professional portfolio development processes are designed to move the nurse toward a higher level of professional development through learning and leadership.

To make the experience less daunting, CNIII Reclassification Workshops are provided to educate nurses towards project outcomes achievement. CNII to CNIII Reclassification Criteria and Maintenance Criteria were developed through the shared governance process in order to help the nurses on their journey up the ladder of success while remaining in direct patient care roles! The PDC reviews all portfolios and recommends advancement up the clinical ladder based on the pre-established criteria.

The clinical ladder is designed to celebrate nurses who achieve clinical



Dahlia Tayag, MSN, RN, CCRN

Critical Care RN with over 20 years experience, Clinical Nurse III, PACU Hillcrest. Chair, Professional Development Council, Co Chair Unit Based Council, Member of Competency Committee and Nursing Cabinet Council, CNA - Unit Representative, Professional Practice Council member (Region 2 Southern California Commissioner, National Nurses United Joint Nursing Practice Commission)

excellence, improve staff satisfaction, increase staff retention, and reduce cost (Drenkard & Swartwout, 2005). Utilizing mentorship, interdisciplinary collaboration, peer review, evidence-based practice, quality improvement, and research; UC San Diego Health System nurses demonstrate exemplary professional practice while continuously striving to provide the best and safest care to the patients, their families, and to the communities they serve. The clinical ladder advancement process recognizes and rewards these achievements at the highest level.

New ideas and suggestions are always welcomed to improve the processes of clinical advancement to better serve the UC San Diego Health System nurses!

Reference:

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Front, L-R: Norvie Gobaton, Andrea Toledo, Kristi n Davidson, Mary Hackim, Dahlia Tayag, Nelissa Reyes, Rachelle Compton, Eleanor, Yushiyaki, Linda Lobaestal,
Back: L-R: Ardale Pamintuan, Laura Peluso, Manny Brasely
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