Vanderbilt Professional Nursing Practice Program

VPNPP

How To Advance Up the Clinical Ladder
What is VPNPP?

- VPNPP is Vanderbilt’s advancement process for RN’s and LPN’s
- Vanderbilt’s advancement process is featured in The Journal of Nursing Administration
- VPNPP is based on work by Patricia Benner and uses her Novice to Expert framework
So, you’re thinking of advancing up the Clinical Ladder but may be . . .

• Worried about the process
• Afraid you don’t have what it takes
• Overwhelmed because it seems like too much work
• Not sure where to even begin
First, let’s dispel some common myths and misconceptions

Myth

You must meet with a room full of people during your interview process
Fact

• Your interview is with your Advocacy Team which consists of only two to three people.

• This includes a practicing RN3 or RN4 staff nurse.

• Your Advocacy Team will set up a mutually agreed upon time and place for the meeting.
Myth

My Advocacy Team is Very Intimidating
Fact

• As the name ‘Advocacy Team’ implies, this team acts as your advocate for advancement.

• They want you to succeed and are there to help ensure your successful advancement when you meet the criteria.
Myth

Only those that have been practicing a very long time can advance
Fact

- The Advancement Process is performance based, not based on length of service or years of experience.

- Some nurses that have only been in practice a few years may perform at a higher level than a nurse who has been practicing for years.
VPNPP

OK, so what do I do next?
Step One

- Educate yourself

- Go to the Vanderbilt Nursing Website and click on VPNPP
  www.vanderbiltnursing.com

- This website includes:
  1. Information regarding the entire process
  2. Tells you step by step how to advance
  3. Toolkits for needed forms
  4. Interview Questions & Examples under Toolkits tab
  5. A FAQ section
Step Two

• If you are interested, consult with your Manager.

• If your Manager feels you are a potential candidate for advancement, the next step is for you to fill out a letter of intent and submit this to your Manager.

• Once approval is given by your Manager, you have six months to complete the evaluation process.
Step Three

• Think about your practice.

• What do you do that is above and beyond what everyone else does?

• What makes you a leader?

• Describe your examples – there are five Pillar Based Advancement questions to answer using those examples.
Step Four

• Submit your packet to your Manager.

• Once your Manager reviews and approves your packet, it will then be sent to Nursing Education and Professional Development (NE & PD) for review.

• Once approved by NE & PD you will be assigned an Advocacy Team.

• You will meet with your Advocacy Team to discuss your examples.

• Your Advocacy Team will present you before the Central Committee.

• You will be notified shortly thereafter of your advancement status.
What’s Holding You Back?

**Common Reasons People Don’t Try to Advance**

“Too much work”

“Not worth the money”

“Too complicated”

“Intimidating process”

“Have to jump through hoops”

“Have to keep proving self”
Advancement Is A Choice

• Too much work? You may already be practicing at this level. Keep track of situations that showcase your excellence in practice. Use those examples to advance.

• Not worth the money? Why not receive additional compensation for work you may already be doing.

• Too complicated? No more so than your annual evaluation – which you are already doing.

• Intimidating? Talk to someone who has been through the advancement process or someone from the VPNPP leadership group.

• Have to jump through hoops? Certain criteria must be met.

• Have to keep proving yourself? You have to maintain what sets you apart. Advancement is a dynamic process, not a static process. You do have to keep performing at an RN3 or RN4 level.
Still Unsure?

- Go to a Central Committee meeting and observe the process. They are held the first and third Thursday every month.

- See firsthand how the system works.

- If interested, contact Nicole Arnett, Program Coordinator to attend (615) 343–4345.
“Success is not the key to happiness. Happiness is the key to success. If you love what you are doing, you will be successful.”