



# Career Enhancement Model

## What is the Career Enhancement Model (CEM)?

The Career Enhancement Model is a program designed to reward and recognize full-time, part-time, and PRN staff whose efforts (above and beyond license, registration and job requirements) contribute to achieving organizational goals and fulfill our mission, vision, and values.

## What are the goals of the CEM?

### The goals are:

- To provide a mechanism for professional growth, recognition and accountability and succession planning.
- To serve as a primary means of motivation for staff to increase their knowledge, skills, and professional behaviors through advanced education and certification.
- To promote staff development and education programs.
- To promote job satisfaction.
- To positively impact the quality of care delivered in the organization.
- To fulfill the organization's mission, vision, and values.
- To promote efficient use of resources.
- To recognize and reward staff for participation in Quality/Performance Improvement initiatives.
- To promote research and evidence based practice.
- To foster and support clinical excellence.

## Who is eligible to participate?

Employees who are in good standing and have not received a written disciplinary action within the Program year. Eligible clinical areas and positions are:

- Nursing: RN
- Imaging:
  - Radiologic Technologist
  - Nuclear Medicine Technologist
  - CT/MRI Technologist
  - PET Technologist
  - Mammographer
  - Ultrasound Technologist
  - Cardiovascular Technologist
- Rehab Therapies:
  - Physical Therapist
  - Occupational Therapist
  - Speech Language Pathologist
- Respiratory Therapy: Registered Therapist
- Pharmacy: Pharmacist
- Laboratory: Clinical Laboratory Scientist
- Dietetics: Registered Dietitian



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[www.medicalcenterofmckinney.com](http://www.medicalcenterofmckinney.com)

## What is the time period for including professional activities to meet requirements for the 2010 - 2011 CEM?

**March 31, 2011 is the deadline** for submission of all documentation for CEM activities performed or completed from March 16, 2010 through March 15, 2011.

## What is the Career Enhancement Bonus structure?

Full Time and Part Time employees receive \$100 per point. PRN and seasonal employees receive \$50 per point.

## Can I reapply for the Program every year?

Yes. All the required activities to qualify for points must be completed within the timeframe for that year's program.

## Who decides whether or not my submitted activities earn points?

Each facility has a CEM Advisory Committee that has responsibility for reviewing and certifying all submitted points. The decision of this committee is final. However, there is an appeal process outlined in the Career Enhancement Model Policy that can be found on the HCA North Texas Career Enhancement website.



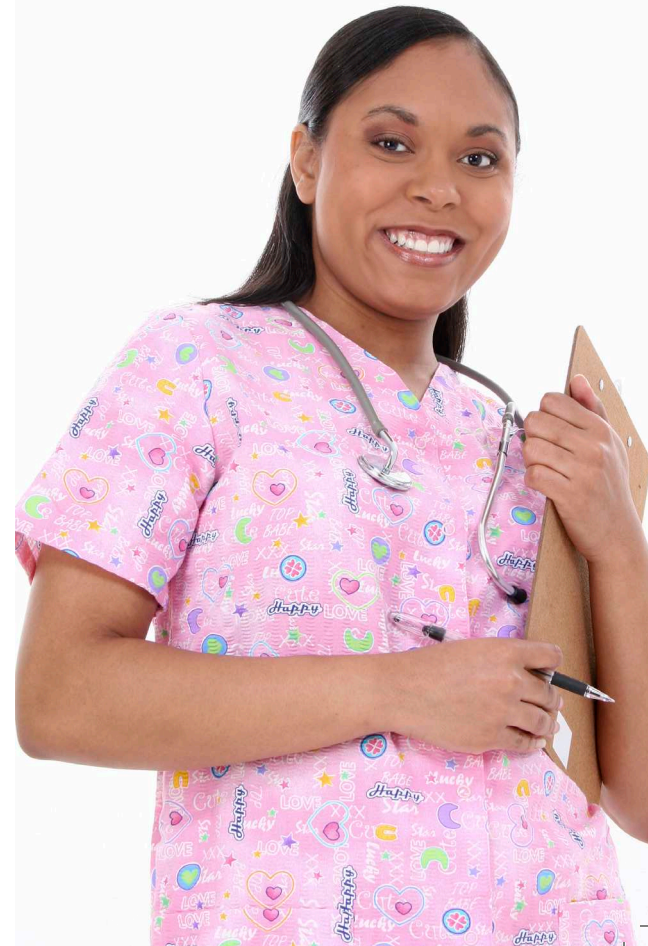
When will I receive the pay out for the 2010 - 2011 CEM?

**May 2011**

## How does the program work?

Criteria have been developed for each clinical discipline. Up to 30 points can be achieved during each CEM cycle. The criteria include activities in the following areas:

- Professional Development
- Teaching/Developing Others
- Quality of Care
- Organizational Structure
- Consultation and Resources
- Hospital Specific Project

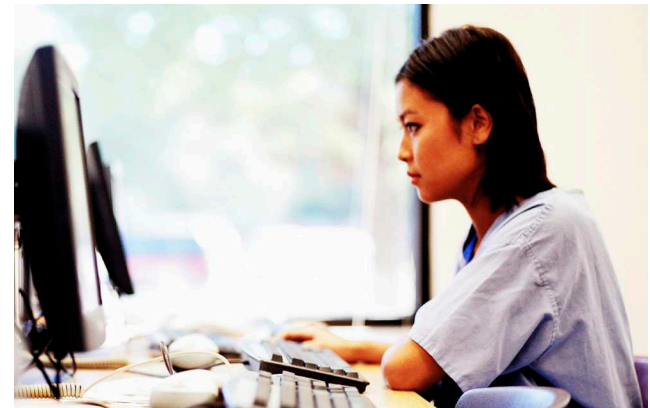




I am in a position that is a level below the licensed or registered position that is eligible to participate in the CEM. How can I participate?



The CEM program is designed to apply only to the top clinical level position in each clinical discipline. We encourage employees to advance to the top level position through additional education and successfully passing any examination required by the state or professional organization. The facility has a comprehensive Tuition Reimbursement program to assist employees in reaching this higher goal. For more information on Tuition Reimbursement, talk with your supervisor and your Human Resources representative.



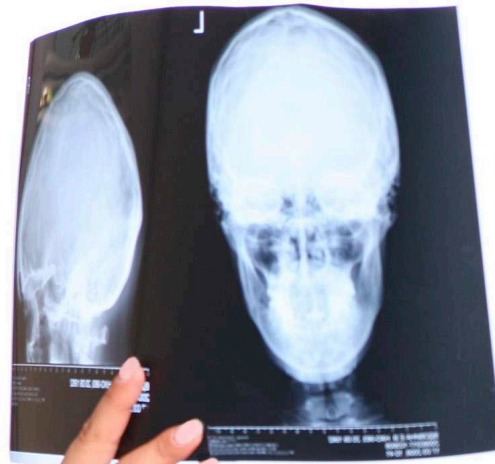
**Is the pay out of the bonus subject to withholding?**

Yes, the bonus is subject to all legally required withholdings including Federal Income Tax at the IRS required rate of 25%.

**I have a license or registration in one of the areas eligible for participation, but my job title is different than the position listed. Can I still participate?**

You must be in a clinical role that requires license or registration in one of the listed areas. Employees, including supervisors, may participate provide the employee is not participating in any other incentive bonus program. Consult with your Supervisor, Department Director or Human Resources for further information.

## MORE INFORMATION



### How can I find out more information about participating?

Consult with your supervisor, department director, Human Resources Representative or go the CEM website:  
<http://northtexas.medcity.net/depts/cem>