**IMPROVING THE PARTICIPATION AND PROCESSES OF THE
VPNPP CLINICAL LADDER IN THE PERIANESTHESIA SETTING**
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Background: The Vanderbilt Professional Nursing Practice Program (VPNPP) is a performance-based career advancement program for nurses that recognizes and rewards nurses consistent demonstration of evidence-based practice and pillar performance. Although many nurses demonstrate this in their practice they have not been challenging the clinical ladder for advancement.

Objectives: Identify reasons nurses are not challenging the ladder. Improve the processes through education of staff and leadership, and identify avenues to keep support readily available. Improve the culture and safety of the perianesthesia units by identifying any barriers to evidence-based practice.

Process of Implementation: A survey was sent to all perianesthesia nurses at VUMC to identify any obstacles to completing the process and ways to improve the process. A comparison survey was done by a unit with a higher rate of participation in challenging the VPNPP. Education materials, monthly committee meetings of RN4 nurses, and websites were developed.

Statement of Successful Practice: There has been an increase interest and participation in challenging the VPNPP clinical ladder. Nurses feel supported, and understand the process more completely. Educational tools provided a simpler understanding of what was required of the nurses. The medical center website was updated to reflect some of the results obtained from the survey. Nurses are becoming more involved in evidence-based practice and in supporting their colleagues in the process.

Implications for Perianesthesia Nursing: Identifying any barriers to nurses challenging the ladder allows an organization to recognize the issues, and improve their processes for an improved and safer healthcare environment.