## Baseline Criteria for Preceptor Recognition

<table>
<thead>
<tr>
<th>Leadership Recommendation</th>
<th>CREDO Behavior</th>
<th>Training</th>
<th>Preceptor Recognition Idea Tool-Kit</th>
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</thead>
<tbody>
<tr>
<td></td>
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<td>Online Modules +/- Workshop</td>
<td>Precepted &gt;50% of one preceptee experience within the last 12 months</td>
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<td>Preceptor Support Committee Participation OR participation in department-based preceptor committee for 75% of meetings</td>
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## Preceptor Perk Ideas*

### Accolades/Recognition:
- Thank you cards from preceptee
- Thank you cards from leader
- Star of the Month – Picture board-all dept staff signs, is displayed in breakroom x1 month, then preceptor takes home.
- Preceptor of the Month (by department)
- Preceptor Brag Board – posting comments from colleagues and/or patients in a public area
- Recognition cards
- Annual reset- ask preceptors what their additional needs are at their annual evaluations
- Provide feedback from orientees to the preceptors (via leadership)
- VPNPP- use as a part of RN/LPN 3 or 4

### Professional Development:
- Lottery drawing from all preceptors to attend a conference
- Scope & Standards books
- Partnership w/ local schools
- Representation as department preceptor committee co-chair
- Represent with the Preceptor Support Committee
- Mentor Preceptor role- have an experienced preceptor paired up with several new preceptors to guide their experience
- Preceptor Journal Club
- Department Preceptor Committee
  - Structure orientation
  - Develop welcome new hire ideas (basket, connect prior to arrival, socialize them into the department (how to speak with the team), empowerment to move past the intimidation)
  - Build teamwork (waving the white flag when a preceptor needs a break)

### Food/Gifts:
- Recognition breakfast (invite preceptors, leadership & admin level)
- Lunch with a group of preceptors
- Candy delivery for preceptors
- Grab bag- include movie tickets, gift cards, VUMC gear- do one drawing from the grab bag every week for preceptors

### Schedule Perks:
- Pick patient assignment
- Pick a hallway partner/buddy
- Drop a weekend shift
- First scheduling for next period
- Last to be called in when on-call (not while precepting)
- Drop on-call shift (week day only)
- Holiday scheduling first preference
- Vacation scheduling first preference

* It is the staff member’s responsibility to discuss any ideas or projects with their unit/department leadership for approval and/or funding before proceeding.