Organization	Current Procedure for Teammates Who Mentor and/or Serve as CI	Future Plans
ORG A	Consider it into the big picture of annual performance and use it to impact merit	Hoping to work with our compensation team to develop a career ladder in the next year or so
ORG B	Career Ladder They get points on their Professional Development Plan for: a) serving as a mentor in our Mentorship program b) serving as a CI	
ORG C	This is a job standard/expectation that we don't incentive above and beyond	
ORG D	We consider education a condition of employment within an academic health center. That said, being a preceptor does improve standing on annual performance review	In process of implementing a clinical ladder and preceptor counts as points toward that
ORG E	Mentoring/precepting students is an expected part of the Audiologist II role. Serving as a preceptor yields higher scoring on the performance review which increases the annual raise	
ORG F	We don't have any specific extra compensation for this. Our RN's receive some differential for this and we have asked about this for our therapists but didn't get very far in the process. We do consider this during the annual review process and merit increases	
ORG G	Precepting / mentoring new employees is considered part of their job role. Acting as a CI is on our career ladder	
ORG H	Clinical Advancement Program (CAP) We utilized an application and point scoring system for things such as: involvement with mentoring/orientation, community involvement, research, completion of special projects, multi-disciplinary committee involvement, hosting students/observers, etc. We had 3 levels: I – entry, level II - 5 years of ped experience and at least 3 yrs with our organization (with a minimum # points), and level III – 10 years pediatric experience w/at least 7 @ COA	

ORG I	We just started Preceptor Pay in February and any therapist onboarding and training a new hire receives an extra $3.00 an hour for the time spent with that employee. Also any therapist training another therapist in a specialty area such as NICU, feeding, serial casting, wheelchair/equipment evaluations etc receives the preceptor pay for the time spent training the clinician. Preceptor pay does not include student interns however those clinicians on our rehab clinical ladder do receive points for having an intern	
ORG J	For mentoring student interns we decrease the patient load by a couple hours per week. For new employees, we do have a clinical coordinator that has admin time to help onboard and sign off on competencies. For an employee learning a new skill, for example feeding or aural habilitation/rehabilitation, the mentor takes a preceptor class offered through the company and then they get "preceptor pay" for the time they are actually precepting. Preceptor pay is either $1.50 or $2 more per hour, again when they are actually precepting. Any mentoring out side of the clinical coordinator role would reflect positively on their performance review	
ORG K	We have an incentive program that pays them for extras that they do. Being a CI is one of those extras	
ORG L	It is built into our career ladders program. We currently do not have a separate differential or incentive for this	
ORG M	We have a career ladder at our institutions. Student and colleague mentorship comes with the territory of applying to and having advanced on the career ladder. It's a great way for us to ensure a robust student program, to promote advancement of our professions, and to ensure our new employees are onboarded comprehensively	
ORG N	No specific incentives/compensation for mentoring new employees or supervising interns. Expected as part of Staff II, III, and IV in clinical ladder. For Staff II/III, considered "extra" in performance review. For Staff IV more "expected" in specific areas of responsibility	
ORG O	There is a course they can attend internally, then they get $2 extra per hour for the hours they are mentoring	
ORG P	We have a Career Ladder for Therapists, with specific guidelines to become Senior Therapists	