

2024 Magnet Document Standards

<https://uvahealthumcnursing.org/magnet-information-and-resources/>

Organizational Overview	Features documents and information that are foundational to being a Magnet organization. This section helps Magnet appraisers understand the context and Magnet components across the organization. This section is reviewed first and if any deficiencies are identified, the organization must address within 5 business days, or the review process is halted. OO		
Standard	Brief Description of Standards	What kind of proof is required?	Brief Narrative Description
001	History/Description of organization	Supporting documents	History/Description of organization OO1
002	Annual reports, quality/patient safety/strategic plans FY23 NPGO Annual Report	Supporting documents	Annual reports, quality/patient safety/strategic plans FY23 NPGO Annual Report OO2
003	CNO CV, JD, Nursing Org chart, CNO names	Supporting documents	CNO CV, JD, Nsg Org chart, CNO names OO3
004	Policies/Procedures: Professional Development	Supporting documents	Policies/Procedures: Professional Development OO4
005	Policies/Procedures: Shared decision-making structures	Supporting documents	Policies/Procedures: Shared decision-making structures OO5
006	APRN credentialing, privileging	Supporting documents	APRN credentialing, privileging- provide a description and the policies/procedures, or equivalent evidence of, the process by which the CNO (or designee) participates in the following: Credentialing, privileging/re-privileging, and evaluating of all APRNs. OO6
007	Policies/Procedures: workplace advocacy, wellbeing, DEI, rights, imp practitioner, civility, workplace violence.	Supporting documents	Policies/Procedures: workplace advocacy, wellbeing, DEI, rights, imp practitioner, civility, workplace violence. OO7
008	Policies/Procedures: DEI, Cultural competence	Supporting documents	Policies/Procedures: DEI, Cultural competence OO8
009	Policies/Procedures: Clinician concerns, inter-P conflict	Supporting documents	Policies/Procedures: Clinician concerns, inter-P conflict OO9

OO10	IRB policies/procedures that address nursing research.	Supporting documents	IRB policies/procedures that address nursing research. OO10
OO11	Research table that shows all nursing research conducted during the Magnet 4 year designation cycle.	Supporting documents	Research table that shows all nursing research conducted during the Magnet 4 year designation cycle. OO11
Transformational Leadership	Features the CNO and other leaders' as they demonstrate transformational leadership, strategic planning, advocacy, visibility, accessibility and essential leadership structures. TL		
Standard	Brief Description	What kind of proof is required?	Brief Narrative Description
TL1	Initiative in nursing practice consistent with mission statement. Include mission statement. <i>(UVA Health Mission: Transforming health and inspiring hope for all Virginians and beyond)</i>	5 Supporting Documents	champion structure implementation- features NPGO team and Presidents: JT Hall, Tausha Grim, Luella Glanzer, TJ Lovdal, Meshia Jones TL1
TL2	Nurse leader participation in initiative promoting DEI and consistent with organizational strategic plan.	5 Supporting Documents	Heart & Vascular Health Equity committee featuring Halima Walker TL2
TL3EO	Improved patient outcome aligned with nursing strategic plan	Graphed Outcome Nursing Strategic Plan	Renal Team work to reduce CLABSIs w/needleless connector disinfection and counting out loud: Brenda Deller, Rose Dizon, Matt Henrich, Charles Lim, Deanna Morales, Louise Morales, Linda Youhess TL3EO
TL4a	Nurse Leader (Director/Administrator) advocacy for resources to support an organizational goal.	5 Supporting Documents	Trauma Response Nurse role implementation: Alison Okerlund, Jess Alford, Kathy Baker, Veronica Brill TL4a
TL4b	Nurse Manager advocacy to support unit goal.	5 Supporting Documents	L&D unit goal to train RNs w/ACLS and PACU recovery competency post c-section: Susan Ketcham, Sabrina Martinez Reyes, Brenda Morrill, Deb Sizemore, Mohamed Tiouririne, Felisha Tyree, Kiki White TL4b
TL5a	CNO advocacy for and acquisition of organizational resources specific to nurses' well-being <i>* see specifics on "wellbeing": Work-life balance, Health/Safety, Employee Growth & Development, Employee Recognition, Employee Involvement</i>	5 Supporting Documents	CNO advocacy to implement Press Ganey Nurse Leader curriculum based on AONL core competencies: Kathy Baker, Wendy Horton TL5a

Updated 3.5.26 (updated hyperlinks)

TL5b	Nurse (not CNO) advocacy for and acquisition of resources specific to nurses' well-being at the unit/dept/division level. <i>* see specifics on "wellbeing": Work-life balance, Health/Safety, Employee Growth & Development, Employee Recognition, Employee Involvement</i>	5 Supporting Documents	implementation of "Room to Reflect" mobile and virtual resilience toolbox for nurse well-being: Nancy Farish, Jeanell Webb-Jones, Jane Muir, JT Hall, Susanna Fuller, Alex Golota, Sue Galloway, Claiborne Miller-Davis, Richard Westphal, Mary Burton TL5b
TL6	CNO leadership that led to strategic org change beyond scope of nursing.	5 Supporting Documents	CNO leadership to redesign ED patient progression - ED Excellence Driven: Kathy Baker, Nelson Figueroa TL6
TL7	Nurse Leader leadership that successfully guided nurses through change.	5 Supporting Documents	Implementation of Inpatient charge nurse role: Taralyn Wear, Veronica Brill, Ashley Walters TL7
TL8EO	Patient outcome: Nurse AVP/DIR/ Nurse Manager membership in org level decision making group. (outcome can be org/division/unit level)	Graphed Outcome	Org level CLABSI reduction in critical care with PSRR & CLABSI coalition: CLABSI coalition team members, NPG nurse leaders, executive leaders TL8EO
TL9a	Mentoring plan or mentoring program for A-Clinical Nurses, B-Nurse Manager, C-Dir/Admin, D-APRN, E-CNO	5 Supporting Documents	Experienced Clinical Nurse Mentorship Program: Alicia White, Megan Fretwell, Tabatha Gilbert TL9a
TL9b	Mentoring plan or mentoring program for A-Clinical Nurses, B-Nurse Manager, C-Dir/Admin, D-APRN, E-CNO	5 Supporting Documents	Nurse Manager Mentorship Program: Marc Juarez, Joe Hulsebusch, Scott Austin, Jeff Eavey TL9b
TL10a	Succession Plan: A-nurse manager, B-Dir/Admin, C-APRN, D-CNO	5 Supporting Documents	Continuity Planning nurse manager level: redacted for employee privacy TL10a
TL10b	Succession Plan: A-nurse manager, B-Dir/Admin, C-APRN, D-CNO	5 Supporting Documents	Continuity planning nurse director level: redacted for employee privacy TL10b
TL11EO	Improved outcome where a clinical nurse used data to advocate for the acquisition of a resource to support the care delivery system. <i>UVA Care Delivery System: Relationship Based Care</i>	Graphed Outcome	improvement in the percentage of hypoglycemic newborns exclusively fed breastmilk through utilization of pasteurized donor human milk on the Mother/Baby unit: Emily Barranco, Chloe Ester Cook, Erin Golden, Elisa Hampton, Katie Kuekes-Baker, Deb Sizemore, Hannah Thomas, Erica Weiler, Katie Zecha TL11EO
TL12	Nurse advocacy for individual or community health promotion at an external forum where decisions impacting healthcare are made.	5 Supporting Documents	Advocacy for telemedicine access in libraries: Pam DeGuzman TL12

TL13EOb	improvement in patient care or the nursing practice environment associated with communication between clinical nurse(s) and A-CNO, B-Dir/Admin, C-Nurse Manager	Graphed Outcome	Fall with injury rate reduction through clinical nurse escalation for fall mats to Nurse AVP/Director – 5 West: Rudy Beverly, Veronica Brill, Kim Elgin, Mike Friesen, Morgan Kaminski, Michelle Longley, Jackie Meurer, Eric Shields, Olivia Shifflett, Ellen Smith, Ava Speciale TL13EOb
TL13EOc	improvement in patient care or the nursing practice environment associated with communication between clinical nurse(s) and A-CNO, B-Dir/Admin, C-Nurse Manager	Graphed Outcome	Clinical nurse and nurse manager utilizing available resources to improve the nursing functional vacancy rate at the UVA Cancer Center Augusta: Deidra Bibb, Tracy Davis, Cathryn Helms, Kelli Knous, Katie Lassiter, Gina Matherlee, Denise Oberholtzer, Casey Pariseault, Caroline Spinella, Allie Whiting, Meg Wightman TL13EOc
Structural Empowerment	Features structures and processes the support shared decision making, professional governance, Nursing professional practice, and address opportunities for improvement. Magnet organizations develop strong interprofessional partnerships internally and externally. SE		
Standard	Brief Description	What kind of proof is required?	Brief Narrative Description
SE1EOa	Improved patient outcome associated with participation of clinical nurses serving as a member of org-level interprofessional decision-making group	Graphed Outcome	clinical nurse membership in sepsis subgroup of Mortality Coalition- introduced a standardized order set and saw a subsequent reduction in mortality index: Scott Darrah, mortality coalition/sepsis group team members SE1EOa
SE1EOb	Improved patient outcome associated with participation of clinical nurses serving as a member of org-level interprofessional decision-making group	Graphed Outcome	Ambulatory Role Delineation Patient Experience Improvement: large group of clinical nurses and nurse leaders SE1EOb
SE2EOa	Improved patient outcome associate with evidence based change in nursing practice that occurred due to a clinical nurses' affiliation with a professional organization.	Graphed Outcome	improved average initial blood glucose for extremely low birth weight babies in the NICU: Brooke Arnold, Doug Carlson, Summer Daniels, Mary Davis, Jane Dwyer, Hannah Fox, Ansley Lafin, Kristi Lanser, Gabrielle Miller, Jaclyn Wiggins, Santina Zanelli SE2EOa
SE2EOb	Improved patient outcome associate with application of nursing standards of practice implemented due to a clinical nurse participation in a nursing professional organization.	Graphed Outcome	decreased percentage of patients with skin irritation related to central line dressings & frequent changes while receiving Thiotepa in the Stem Cell Transplant Unit: Paula Edwards, Tanya Thomas, Paul Yoder SE2EOb
SE3	Narrative description of the org action plan for certification. Must include: targeted goal,	5 Supporting Documents	NPG Professional Development Committee work for certification goal achievement: Tina VanDerveer, Bea Crowell, Beth Frackleton SE3

	how target was established, strategies used, support		
SE4EO	Org level Certification graph	Graphed Outcome	graph only SE4EO
SE5	Narrative description of the unit or division action plan for certification. Must include: targeted goal, how target was established, strategies used, support	5 Supporting Documents	Achievement of certification goal 5th floor Battle Building: Christina Mlinarchik-Gutierrez, Amber Tyson SE5
SE6EO	Unit or division certification graph	Graphed Outcome	graph only SE6EO
SE7	Narrative description for org action plan for RN progress toward BSN or higher. Must include: targeted goal, how target was established, strategies, support	5 Supporting Documents	description of organization support for BSN degrees SE7
SE8EO	BSN Graph	Graphed Outcome	graph only SE8EO
SE9EO	Outcome associated with knowledge gained from a nurse's(s') participation in a PD activity	Graphed Outcome	reduction in CAUTI rate with skills day (for all inpatient Medicine) and competency training 3 East: Mandisa Anderson, Ty Ashworth, Z Cetic, Nicole Henley, Chris Moubray, Sara Neilon, Amber Norris, Christie Piedmont, Kathleen Rea, Kim Rose, Ryan Ryan, Karen Scott SE9EO
SE10EOa	Improved patient outcome associated with nursing learning needs assessment and related implementation plan.	Graphed Outcome Supporting Documents: <ul style="list-style-type: none"> • Learning Needs Assessment • Implementation Plan 	reduction in CLABSI rate through policy update w/pediatric specific content, use of Cavidon no-sting barrier film, use of CHG, CBL creation and use of new CVR in PICU: Alison Bowles, Anisa Gamble, Laura Lee, Shelby Lighton, Deanna Pototschnik SE10EOa
SE10EOb	Improved patient outcome associated with nursing learning needs assessment and related implementation plan.	Graphed Outcome Supporting Documents: <ul style="list-style-type: none"> • Learning Needs Assessment 	Reduction in patient financial cost through an increase in peripheral collections in the Bone Marrow Transplant Apheresis Unit: Dara Cole, Sandy Cyphert, Renee Harris, Judy Kauffman, Doug Wood SE10EOb

		<ul style="list-style-type: none"> • Implementation Plan 	
SE11	Transition to Practice- Clinician 1 NRP Certificate meets the requirement. No narrative required.	5 Supporting Documents	certificate only SE11
SE12a	Org support of a nurse who volunteers in a local or regional community healthcare initiative aligning with Health People 2030 or UN Sustainable Health dev goals.	5 Supporting Documents	RN volunteer at local organization All Blessings Flow – Cellular Therapies: Brooke Henry, Carly Grubbs, Judy Kauffman SE12a
SE12b	Org support of a clinical nurse who volunteers in a population health outreach initiative, either local or global.	5 Supporting Documents	RN volunteer with Mercy Ships-Operating Room: Seth McElroy, Donna Fewell SE12b
SE13a	Nurse or group of nurses in the delivery of culturally and/or socially sensitive care	5 Supporting Documents	Twin babies, mother and family with complex care across hospital – NICU, Mother/Baby, 7 Acute: Kam Aulie, Taylor Cady, Jody Carlton, Cynthia Dean, Haley Life, Kate Marquez, Eva Meekins, Katie Zecha SE13a REDACTED
SE13b	Nurse or group of nurses in the delivery of culturally and/or socially sensitive care	5 Supporting Documents	SAFE Clinic with RNs dedicated to patient care for victims of child/sexual abuse in Battle Building: Jennifer Andrews, Teresa Green, Georgina King, Diane Knight, Sarah Momper, Karin Skeen SE13b
SE14a	Org recognition of a clinical nurse for their contribution(s) in addressing the strategic priorities of the organization	5 Supporting Documents	Nursing Excellence Award recipient for Transformational Leader 5 North: Lauren Bentley SE14a
SE14b	Org recognition of a clinical nurse for their contribution(s) in addressing the strategic priorities of the organization	5 Supporting Documents	Nursing Excellence Award recipient for Excellence in Knowledge Development and Expansion OPSC: Sam Schroeder SE14b
SE15	Org recognition of an interprofessional group (inclusive of nursing) for their contribution(s) in influencing the clinical care of patients.	5 Supporting Documents	Award recipient for Charles L. Brown award for Reducing Med Errors at discharge: Medicine team SE15
Exemplary Professional Practice	Professional Practice Models serve as overarching conceptual frameworks guiding nurses, nursing care, and interprofessional patient care. Magnet organizations are accountable for using structures to drive outcomes. EP		
Standard	Brief Description	What kind of proof is required?	Brief Narrative Description

EP1EOa	Improved outcome associated with an evidence-based change made by clinical nurses in alignment with the org PPM.	Graphed Outcome Provide schematic of PPM.	Improvement in Patient Experience with Handoff of Care improvements on 3W: Ty Ashworth, Laura Berl, Dorianna Hill, Genevieve Lawless, Lindsay Mallow, Anita Orr, Daniesha Shelton EP1EOa
EP1EOb	Improved outcome associated with an evidence-based change made by clinical nurses in alignment with the org PPM.	Graphed Outcome Provide schematic of PPM.	Improvement in Patient Experience with use of QR codes and patient education videos – OPSC: Melody Defibaugh, Donna Jones, Marc Juarez, Christopher Kremer, Lori Mays, Donna Randall, Annika Rhinehart, Megan Williams EP1EOb
EP2	Clinical nurses using shared decision making to change the practice environment	5 Supporting Documents	Improvement and standardization in the initiation of antibiotics - Ortho Clinic: Brooke Benatzky, Kimi Campagna, Michael Curry, Lindsay Donahue, Kim Dowdell, Josh Eby, Ruth Fogelgren, Jane Heald, Christopher Moore, Kelsey Parente, Justin Pickral, Ainsley Polson, Amy Radigan, Virginia Trower EP2
EP3EO	RN Engagement	Graphs for each practice setting where more than 5 RNs took the engagement survey.	Graphs for RN engagement survey EP3EO
EP4	Nurse(s) collaborating with patient(s), families, or both to influence change in the organization.	5 Supporting Documents	RN collaboration with the Patient, Family and Community Advisory Forum to update the Patient Handbook: Sally LeBeau, Shari Stanley EP4
EP5EO	Improved patient outcome associated with one or more experts' recommended change in nursing practice.	Graphed Outcome	Reduction in HAPIs related to Bowel Management Systems for admitted patients: Cheri Blevins, Kim Elgin, JT Hall, Mesha Jones, Michelle Longley, Paul Merrel, Ellen Smith, Ava Speciale, WOC team EP5EO
EP6a	Nurse's(s) participation in inter-professional collaborative practice to ensure coordination of care from an inpatient setting to an ambulatory care setting.	5 Supporting Documents	HOME Program contributions to reduction in ED utilization, cost savings, and improvements in disease and population-based quality outcomes- Population Health: Miriam Gomez-Sanchez, Jack Hooppaw, Amber Inofuentes, Guy Lushin, Amy Luu, Teresa Radford, Mary Wade EP6a
EP6b	Nurse's(s) participation in inter-professional collaborative practice to ensure coordination of care from an ambulatory care to an inpatient setting.	5 Supporting Documents	Implementation of RN Epilepsy Care Coordinator traversing from ambulatory neuro clinic to 6 Central: Amy Hughes, William Jeffrey, Ashley Fink, Nathan Fontaine, Nathaniel Morris, Beth Mosteller, Regina O'Donnell, Kimberly Rapp, Rachel Suits, Courtney Taylor, Amy Wade, Mia Walker-Atwater EP6b

<p>EP7EO</p>	<p>Improvement in a specific patient population outcome associated with nurse's(s) participation in an interprofessional collaborative plan of care.</p>	<p>Graphed Outcome</p>	<p>Increase in percentage of patients discharged to home following elective complex spine surgery, through use of screening tool, communication pathway and specialized home health program – Orthopedic Clinic: Lara Demers, Catherine Harris, Jack Jackson, Michelle Kaufman, Ainsley Polson, Mechelle Shiflett, Adam Shimer EP7EO</p>
<p>EP8EOa</p>	<p>An improved outcome associated with an interprofessional quality initiative led or co-led by a nurse (exclusive of the CNO)</p>	<p>Graphed Outcome</p>	<p>Reduction in CLABSI rate through PSRR, Bundle Board, UBL Rounding, daily interprofessional rounds, and enhanced escalation pathways – MICU: large interdisciplinary team EP8EOa</p>
<p>EP8EOb</p>	<p>An improved outcome associated with an interprofessional quality initiative led or co-led by a nurse (exclusive of the CNO)</p>	<p>Graphed Outcome</p>	<p>Reduction in the Falls with Injury rate through PDCA cycle and new fall screening tool - Cancer Center Infusion Centers: Adi Banavage, Amanda Clements, Jessica Harlow, Katie Lassiter, Michelle Longley, Yara Mahmoud, Kelly Morris, Trish Northington, Alison Poeppel EP8EOb</p>
<p>EP9EO</p>	<p>Education activity led or co-led by a nurse (non CNO) for an interprofessional team which led to an improved patient outcome</p>	<p>Graphed Outcome</p>	<p>Improvement in Patient Experience through focused improvement for gender affirming surgery patient’s psychological and physical post-op needs – 6 East (redacted): Emily Davidson, Dianna Gibson, Rebekah Melan, John Stranix EP9EOREDACTED</p>
<p>EP10a</p>	<p>Clinical nurse collaborated with a nurse Dir/Admin to evaluate data to address a unit level staffing need.</p>	<p>5 Supporting Documents</p>	<p>Centralized and streamlined patient intake through implementation/improvement of the Nurse Navigator role and increased staffing – Cancer Center: Devon Bloxsom, Gina Cunningham, Kirsten Greene, Blake Herring, Camille Phillips, Ed Rondot, Cat Terrell, Amber Totty EP10a</p>
<p>EP10b</p>	<p>Clinical nurse collaborated with a nurse Dir/Admin to evaluate data to meet an operational need.</p>	<p>5 Supporting Documents</p>	<p>Improved patient throughput through the implementation of virtual nursing for patient discharge – 3 West: Scott Austin, Amy Blackman, Brian Dunn, Carly Frazier, Lindsay Greiling, Genny Lawless, Lindsay Mallow, Wendy Novicoff EP10b</p>
<p>EP11</p>	<p>Nurse collaborated with a nurse leader during budgeting to acquire new or redistribute existing resources.</p>	<p>5 Supporting Documents</p>	<p>WOC Team and HAPI coalition advocacy for vendor switch for HAPI prevention products- inpatient org level: Kathy Baker, Veronica Brill, Susan DiGuilio, Morgan Kaminski, Michelle Longley, Suzy McKibben, Petter Norrlof, Ava Speciale, Dixie Stromberg, Caroline Yoder EP11</p>

EP12EO	improvement in org level turnover rate associated with clinical nurses' participation in nursing retention activities	Graphed Outcome	Reduction in nursing turnover rate with NPGO restructure and workshop- org level: Kathy Baker, Veronica Brill, Beth Frackleton, Ruth Graham, JT Hall, Mesha Jones, Amy Jordan, TJ Lovdal, Barb Trotter, Clara Winfield EP12EO
EP13 need 3	Periodic performance review, peer feedback and PD goal for: A- Clinical Nurse, B-Nurse Manager, C-Dir/Admin, D-APRN, E-CNO	5 Supporting Documents	redacted annual performance review process for clinical nurse, nurse manager, APRN EP13a EP13b EP13d
EP14	Clinical nurses having the autonomy to make nursing care decisions within the full scope of their nursing practice.	5 Supporting Documents	Implementation of protocol order for lead screening in the International Family Medicine Clinic: Elizabeth Carpenter, Fern Hauck, Lauren Mathes, Masahiro Morikawa, Kerri Murphy EP14
EP15	Interprofessional team, applying available resources to address ethical issues related to clinical practice.	5 Supporting Documents	Ethics consultation for complex patient with ethical challenges: Heather Ball, Elliott Goldberg, Meredith Lee, Dea Mahanes, Constanza Perez-Bradley, David Shisler EP15REDACTED
EP16EO	Workplace safety outcome for nurses specific to violence (physical, psychological violence, threats of incivility) toward nurses in the workplace.	Graphed Outcome Organizational safety plan	Implementation of zero tolerance language into Workplace Violence policy: Bush Bell, Mildred Best, Mary Dixon, Anthony Frazier, Bizz Glover, Kristine Hall, Susan Jackiewicz, Amy Johnston, Lauren Mathes, Michele Miller, Ava Speciale EP16EO
EP17EO	Improved patient safety outcome associated with clinical nurse involvement in the evaluation of patient safety data at the unit level	Graphed Outcome	Reduction of Falls with Injury rate – 3 South: Michelle Longley, Brandi McGuire, Rachele Olivier, Terry Reilly, Ellen Smith EP17EO
EP18	Initiative led or co-led by a clinical nurse(s), to address patient experience based on feedback from patient(s) and/or families.	5 Supporting Documents	Improved access to patients for insulin pump training- Pediatric Diabetes and Endocrine clinic: Buffy Cech, Melissa Davey, Joy Kauffman, Tina Knicely, Heather Lister, Melanie Miller, Cassidy Schulz, Peggy Scoggin, Teresa Sindlinger, Karin Skeen, Elizabeth Steel-Perdue, Elyse Toole, Amber Welton EP18
EP19EO	Inpatient clinical indicators- Falls with injury, HAPI plus 2 additional from list. (CLABSI and CAUTI)	Graphs for each area where these metrics are reported.	graphs for inpatient clinical indicators: Falls with Injury, HAPI, CLABSI, CAUTI EP19EO

EP20EO	Ambulatory clinical indicators- 3 required, 2 must be nationally benchmarked. (Falls with Injury, Surgical Errors, Burns)	Graphs for each area where these metrics are reported.	graphs for ambulatory clinical indicators: Falls with Injury, Surgery Errors, Surgical Burns EP20EO
EP21EO	Inpatient patient satisfaction: 4 questions from an approved list.	Graphs for each area where RNs work that collect patient experience data.	Graphs EP21EO
EP22EO	Ambulatory patient satisfaction: 4 questions from an approved list.	Graphs for each area where RNs work that collect patient experience data.	Graphs EP22EO
New Knowledge, Innovations, and Improvements	Magnet organizations integrate EBP and nursing research into clinical care and operations. Innovation is encouraged and supported in a variety of ways. NK		
Standard	Brief Description	What kind of proof is required?	Brief Narrative Description
NK1	Description with supporting evidence of the infrastructure that supports nursing research in the organization.	5 Supporting Documents	Overview of the Office of Nursing Research program and team: Pam DeGuzman, Katie Platz, Claiborne Miller-Davis, Ben Stoneking NK1
NK2	Synopsis of one completed nursing research study	5 Supporting Documents	Trach collar securement s/p free flap ENT surgery: Michele Cousins, Pam DeGuzman, Claiborne Miller-Davis NK2
NK3 need 2 examples	Clinical nurse dissemination of completed nursing research study to internal audiences	5 Supporting Documents	a) Chronic care coaching b) Trach collar securement s/p free flap ENT surgery: Beth Frackleton, Lisa Letzkus, Claiborne Miller-Davis, Michele Cousins NK3a NK3b
NK4	Clinical nurse dissemination of completed nursing research study to external audiences	5 Supporting Documents	Telemedicine access to gender-affirming care for rural transgender and gender diverse youth (redacted): Francesca Azar, Pam DeGuzman, Susan Gray, April Kimble NK4REDACTED

NK5a	Clinical nurse implemented evidence-based practice that is new or a revision to existing practice within the organization	5 Supporting Documents	Transition from Heparin to saline for flushes – org wide: Tausha Grim, Paul Helgerson, Matthew Jenkins, Kristi Kimpel Wilkins, Marissa McKay, Tanya Thomas NK5a
NK5b	Clinical nurse implemented evidence-based practice that is new or a revision to existing practice within the organization	5 Supporting Documents	Implementation of mRASS for sedation assessment – Interventional Radiology: Pam DeGuzman, Matthew Lease, Danita Massie, Claiborne Miller-Davis NK5b
NK6	Clinical nurse(s) implemented a professional organization's specialty standards or guideline in the organization	5 Supporting Documents	Improvement of thermoregulation – PACU: Susan Ketcham, LaShanda Baker, Laurie Brock, Mallori Byrd NK6
NK7	<i>Innovation implemented within the organization involving nursing.</i>	5 Supporting Documents	Implementation of Epic Precision Workload score – inpatient org level: large interdisciplinary team NK7
NK8EOa	Improved outcome in a care setting associated with clinical nurse(s) involvement in the adoption of technology.	Graphed Outcome	Glucocommander implementation with reduction in average blood glucose – STICU: Jess Alford, Bob Anthony, Amber Graves, Jessica Hensley, Tracey Justus, Jennifer Kirby, Emma Lang, Kim Miller, Nicole Phillips, Judy Smith, Kristi Kimpel Wilkins NK8EOa
NK8EOb	Improved outcome in a care setting associated with clinical nurse(s) involvement in the adoption of technology.	Graphed Outcome	Implementation of interoperability with increased BCMA rates & decreased med errors – Emergency Department: large multidisciplinary team NK8EOb
NK9EOa	Improved outcome associated with nurse involvement with the design or re-design of the physical environment.	Graphed Outcome	Reduction in Sharps team member injuries with sharps bin vendor change and relocation of sharps bins locations – multi areas across org: Reba Moyer Childress, Susan DiGuilio, Dea Mahanes, Margaret Sande, Mark Shaffrey, Amanda Simmons, Janine Smith, Donna Via, Kristi Kimpel Wilkins NK9EOa
NK9EOb	Improved outcome associated with nurse involvement with the design or re-design of the workflow.	Graphed Outcome	Reduction in Left Without Being Seen rate and implementation of Excellence Driven – Emergency Department: Joshua Easter, Meghan Edwards, Sam Hewitt, Kate Kasen, Rebecca Kehoe, Kathryn Kelly-Walker, Matthew Kongkatong, Sarah Mueller Oakley, John Riordan, Margaret Sande, Grace Suhrie, Molly Sutherland, Alyssa Washington, Jess White NK9EOb