



Magnet[®] Recognition

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Questions? Email NPGO@uvahealth.org

Magnet® | What is it?

The Magnet Recognition Program® recognizes health care organizations for **quality patient care, interdisciplinary collaboration, nursing excellence and innovations in professional nursing practice.**

Developed by the American Nurses Credentialing Center (ANCC), Magnet® is the leading source of successful nursing practices and strategies worldwide.

Magnet® | How did it start?

- 1980s nursing “shortage”
- Task Force created to study the hospitals that were recruiting and retaining like “magnets”
- 41 hospitals included
- 14 common themes that became the “14 Forces of Magnetism® Model”
 - 2006 UVA Designation Model

Evolution of Magnet®

- 2008 Magnet® Manual was simplified to 5 components
- Revised to include quality data
 - Nurse Sensitive Clinical Indicators
 - Patient Satisfaction
 - RN Engagement/Satisfaction
- Revised every 4 years based on analysis and evidence
- UVA Health University Medical Center designations:
 - 2006
 - 2015
 - 2020
 - 2025

Why bother?

- Best *evidence based model* for highly professional nursing practice environment
 - Clinical Excellence/Innovations
 - Collaboration
 - Professional Development
- Attract and retain!
- Commitment to Magnet[®] principles leads to excellent outcomes
- Makes good business sense!

Process



- Gap analysis- are we ready?
- Compile the evidence
- Write the document
- Document review (avg. 4 months)
- Site visit
- Magnet® Commission reviews findings
- Designation!
- Four year cycle

Site Visit | Verify, Clarify & Amplify

- 4 Magnet® Appraisers, 4 days
- Negotiate agenda to optimize time with nurses
- Random selection from scheduled nurses
- Selected groups/ committees
- Practice area visits
- Nurses must be able to speak to their practice
 - Nursing Professional Practice Model as framework for HOW to articulate practice
 - Nursing quality data



Who does the work?

- Magnet Core Team
- Magnet Steering Committee (convenes ~18months prior to document submission)
- Magnet Contributors- Clinical nurses throughout the organization
 - Communicators
 - Information gatherers
 - Support events/site visit



**“Provide an example,
with supporting evidence...”**

Empirical Outcomes “EO” Standards

- Narrative- tell the story (specific headers)
- Supporting evidence:
 - *Graphed Outcome*

Must include:

- Pre-intervention data point
- Clear intervention point
- At least 3 post-intervention data points better than the pre-data
- Must match the goal statement
- Rates, rather than raw numbers
- Timelines must match up

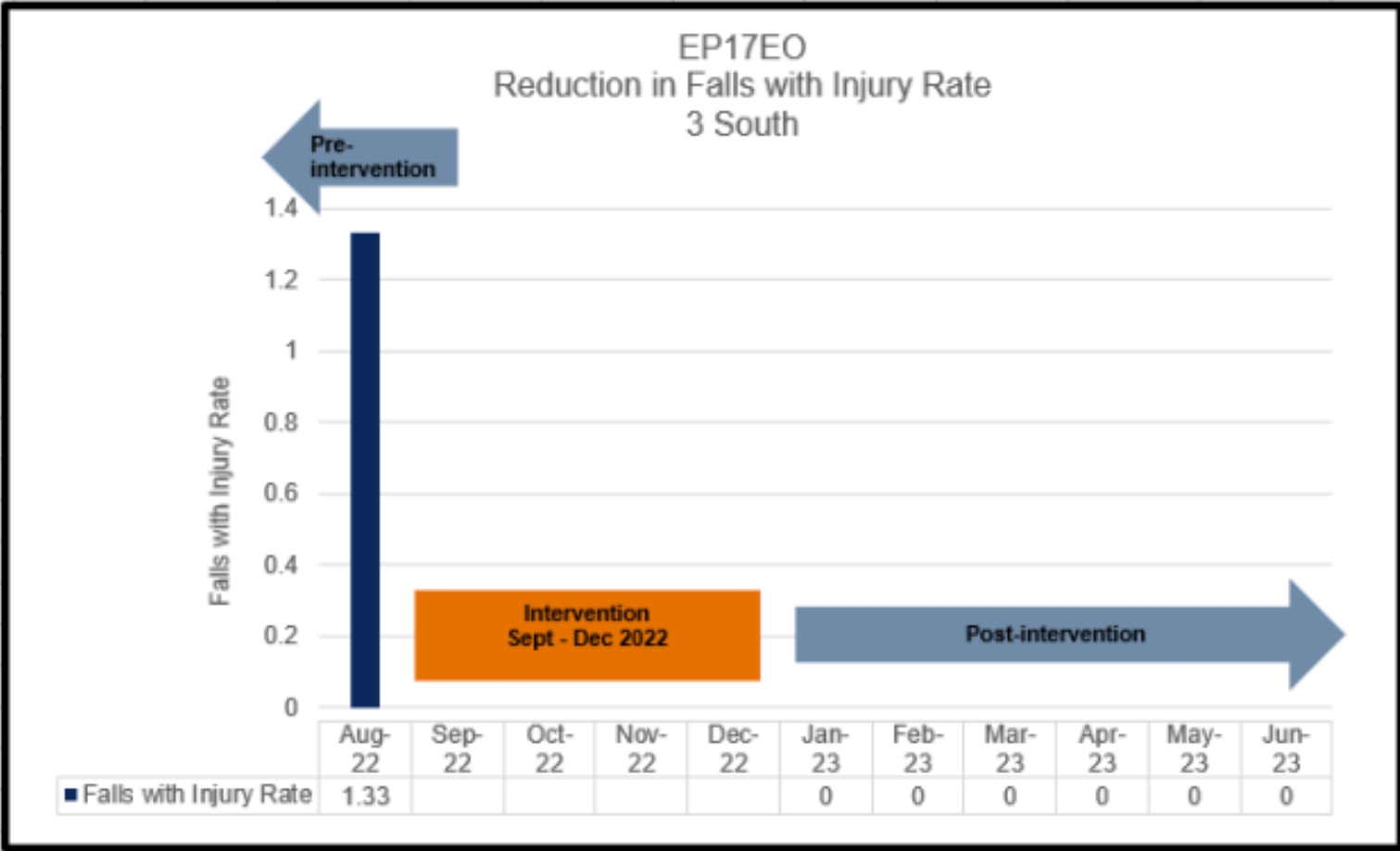
Non “EO” Standards (Non- EO)

- Narrative- tell the story
- Supporting evidence:
 - *Attachments that support/prove the story*

Up to 5 pieces per example

- Minutes
- Emails
- Policy/Procedures
- Internal publications
- Purchase orders
- Presentations

...an improved patient safety outcome associated with clinical nurse involvement in the evaluation of patient safety data at the unit level.



The Big “Data Buckets”

Nurse Sensitive Clinical Indicators (2 years/8 quarters of data)

- Inpatient: 4 nationally benchmarked
 - Falls w/ Injury (required)
 - HAPI Stage 2 and Above (required)
 - CAUTI
 - CLABSI
- Ambulatory: 3 required, 2 must be nationally benchmarked
 - Falls w/ injury
 - Patient burns
 - Surgical Errors

Nurse Sensitive Patient Satisfaction (2 years/8 quarters of data)

- Inpatient
- Ambulatory

RN Engagement Survey* - the most recent survey within 30 months of document due date

Meeting the Magnet[®] Standard

51% of the areas (units/clinics/departments)
outperform the national mean,
51% of the time
(5 out of 8 quarters).

Nurse Sensitive Clinical Indicators

Outperformed on all NSIs for all quarters presented!

Measure	2022 Q2	2022 Q3	2022 Q4	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2024 Q1
Falls with Injury	77%	89%	56%	85%	85%	78%	82%	85%
HAPI Stage 2+	88%	96%	72%	76%	88%	84%	84%	88%
CLABSI	83%	67%	84%	68%	84%	56%	88%	88%
CAUTI	74%	65%	88%	67%	79%	83%	67%	63%
OP Falls with Injury	95%	94%	93%	95%	94%	94%	94%	98%
OP Patient Burns	100%	100%	100%	67%	100%	67%	100%	100%
OP Surgical Errors	100%	100%	100%	100%	100%	100%	100%	100%

Patient Experience

Outperformed on all PEX for all quarters presented!

Question	Area	Category	2022 Q2	2022 Q3	2022 Q4	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2024 Q1
Staff talk about help when you left	Inpatient	Care Coordination	92.0%	82.0%	83.0%	92.0%	75.0%	57.0%	71.0%	67.0%
Nurses treat with courtesy/respect	Inpatient	Courtesy/Respect	92.0%	92.0%	85.0%	64.0%	92.0%	64.0%	79.0%	83.0%
Hosp staff took pref into account	Inpatient	Engagement/Patient Centered Care	92.0%	100.0%	92.0%	100.0%	100.0%	100.0%	100.0%	92.0%
Understood purpose of taking meds	Inpatient	Patient Education	91.0%	82.0%	82.0%	85.0%	83.0%	93.0%	79.0%	83.0%
Staff worked together care for you	Outpatient	Care Coordination	86.0%	82.0%	84.0%	90.0%	93.0%	81.0%	82.0%	94.0%
Friendliness/courtesy of nurses	Outpatient	Courtesy/Respect	63.0%	78.0%	75.0%	76.0%	84.0%	74.0%	77.0%	78.0%
Degree to which informed on delays	Outpatient	Responsiveness	78.0%	70.0%	85.0%	82.0%	84.0%	75.0%	82.0%	73.0%
Response to concerns/complaints	Outpatient	Service Recovery	57.0%	54.0%	94.0%	97.0%	94.0%	93.0%	93.0%	95.0%

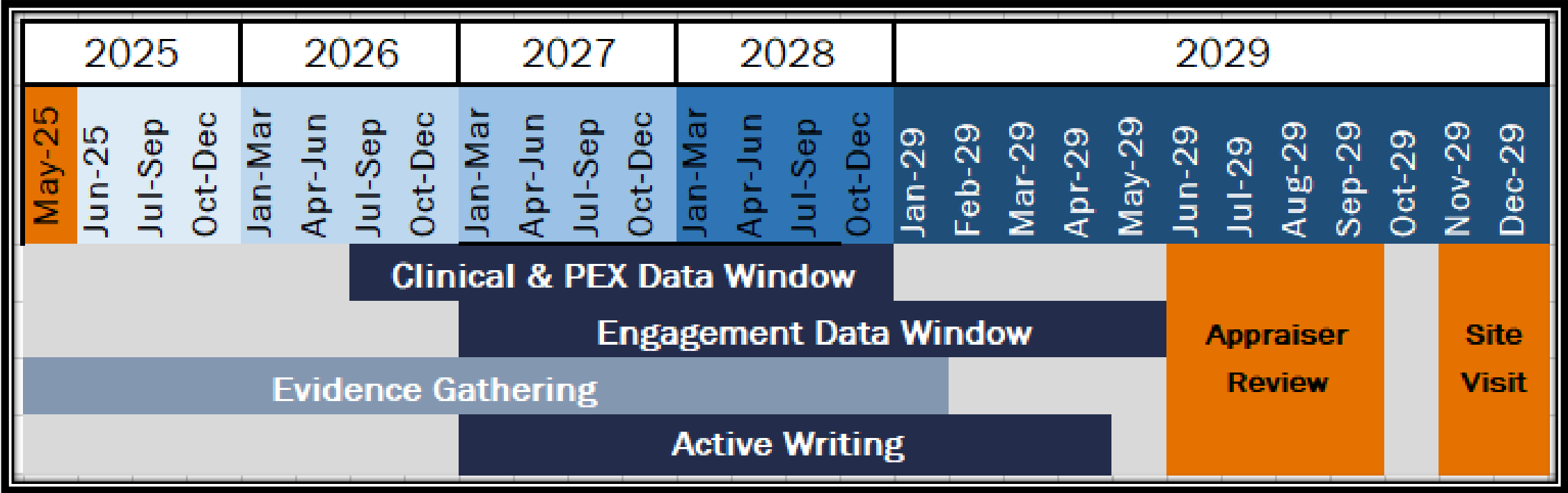
RN Engagement (Oct. 2022 Survey)

ANCC Category*	Number of Units that outperform Jan 2023 Natl Avg	Percent of Units above the Jan 2023 Natl Avg
Fundamentals of Quality Nursing Care	59 out of 100	59.00%
Autonomy	63 out of 100	63.00%
Professional Development	63 out of 100	63.00%
Interprofessional Relationships	57 out of 100	57.00%
Leadership Access and Responsiveness	51 out of 100	51.00%
Adequacy of Resources & Staffing	48 out of 100	48.00%
RN to RN Teamwork and Collaboration	61 out of 100	61.00%

To meet the standard: Outperform on 4 categories

Site Visit Eligibility: Must outperform on 3 to be granted a site visit

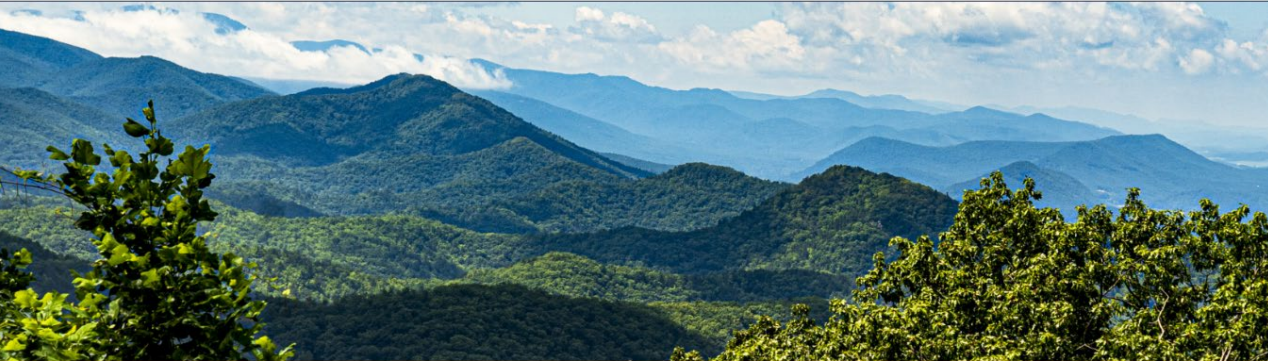
Document due June 1, 2029!



UVAHealth
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Search

Home Organizational Overview Transformational Leadership Structural Empowerment Exemplary Professional Practice New Knowledge, Innovations, and Improvements



2024 MAGNET[®] DOCUMENT^{*}

Click to Explore...

 Letter from the CNO	 Organizational Overview	 Transformational Leadership
 Structural Empowerment	 Exemplary Professional Practice	 New Knowledge, Innovations, and Improvements

* Documents submitted October 2024

By the numbers:

91 required standards

735 pages of written narrative

436 team members featured in the narratives

2704 pages of supporting evidence

418 graphs

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