

Experience the Difference
Magnet Through the “Eyes” of One

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Chief Nursing Officer

Ohio State University Medical Center

It's All about Nursing

“Hospitals are held together,
glued together, enabled to
function by the nurses and
nobody else”

Lewis Thomas, MD

Benefits of Magnet

- Focus on Nursing
- Increase recruitment / retention
- Business edge
- Mandate to improve environment
- Marketing
- Increase pride in organization

Forces of Magnetism

1. Quality of Nursing Leadership
2. Organization Structure
3. Management Style
4. Personnel Policies and Programs
5. Professional Models of Care
6. Quality of Care
7. Quality Improvement
8. Consultation and Resources
9. Autonomy
10. Community and the Healthcare Organization
11. Nurses as Teachers
12. Image of Nursing
13. Interdisciplinary Relationships
14. Professional Development



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Certification & Renewals	Magnet Recognition Program®	Accreditation of CE Providers	About ANCC				
Program Overview	Magnet Facilities	Application Process	Magnet Resources	Public Comments	Nurse Opinion Survey	E-Store	Magnet Events & Conferences

What is the Magnet Recognition Program®?

The Magnet Recognition Program® was developed by the American Nurses Credentialing Center (ANCC) to recognize health care organizations that provide nursing excellence. The program also provides a vehicle for disseminating successful nursing practices and strategies.

Recognizing quality patient care, nursing excellence, and innovations in professional nursing practice, the Magnet Recognition Program provides consumers with the ultimate benchmark to measure the quality of care that they can expect to receive. When *U.S. News & World Report* publishes its annual showcase of "America's Best Hospitals", being a Nurse Magnet™ facility contributes to the total score for quality of inpatient care. Of the 14 medical centers listed on the exclusive Honor Roll with the 2006 rankings (July 17, 2006), seven of the top ten were Magnet hospitals.

The Magnet Recognition Program is based on quality indicators and standards of nursing practice as defined in the *American Nurses Association's Scope and Standards for Nurse Administrators* (2004). The Scope and Standards for Nurse Administrators and other "foundational documents" form the base upon which the Magnet environment is built. The Magnet designation process includes the appraisal of qualitative factors in nursing. These factors, referred to as "Forces of Magnetism" were first identified through research done in 1983.

The full expression of the Forces embodies a professional environment guided by a strong visionary nursing leader who advocates and supports development and excellence in nursing practice. As a natural outcome of this, the program elevates the reputation and standards of the nursing profession.

The Magnet Recognition Program® and ANCC Magnet Recognition® names and logos are registered

* Call to Post Research from Magnet Hospitals

Nurses conducting scientific-based research at ANCC Magnet-recognized health care facilities are invited to submit research abstracts to Sigma Theta Tau International's Virginia Henderson International Nursing Library for posting in the honor society's Registry of Nursing Research online database. >>

* Magnet Appraiser Training Update

Thank you for your interest in becoming a Magnet Recognition Program Appraiser. ANCC is not selecting any new appraiser fellows at this time. The process generally requires attendance at a workshop and acceptance of an application followed by a document review and site visit of that applicant facility.

As soon as recruitment re-opens, we will post updated information on this page about how to apply to become a Magnet Appraiser

The IOWA Difference

Magnet through the eyes of a “Hawkeye”



The Journey

- Initial application process
- Begin communicating the Magnet message
- Magnet Coordinator hired – dedicated position
- Creation of Magnet Steering Committee
- Magnet Champions selected – one from each nursing unit
- Documentation sent for review
- Documents accepted and site visit scheduled
- Site visit completed
- Magnet designation awarded
- Celebration began
- Nursing excellence continues

Communicating the Message

- Kick-off activities
 - 24-hour potluck for all nursing staff
 - All day retreat for Magnet Champions
- Monthly activities
 - Champion meetings
 - Magnet Steering Committee meetings
- Quarterly activities
 - Magnet Coordinator presentations to nursing staff
 - CNO presentations to administrative and medical staff

Gaining Momentum

- Unit posters
 - Units explained what “Magnet” meant through their eyes
- Unit education activities
 - Education sessions
 - Bulletin boards
- Champion activities
 - Picnic
 - Annual Conference
- Staff activities
 - Magnet Fair
 - Games

Site Visit

- Week long visit
- 2 appraisers, now organizations can expect 3 – 4 appraisers
- Visited every inpatient and outpatient nursing area
- Visited with 500+ staff nurses
- Met with various groups
 - Administration
 - Union members

Magnet Designation

- Awarded - January 12, 2004



Recognition Continues

- March 2004 - Iowa House and Senate Resolution passed
 - 30 staff nurses and administrators visited the state capital and listened to the reading of the resolution recognizing University of Iowa Hospitals and Clinics as the first Iowa hospital to be designated a Magnet Hospital



Celebration



The OSU Difference

Magnet through the eyes of a “Buckeye”

The background of the central image is a large, faded seal of The Ohio State University. The seal features a central shield with a plow and a sheaf of wheat, surrounded by the text "THE OHIO STATE UNIVERSITY" and "DISCIPLINA".

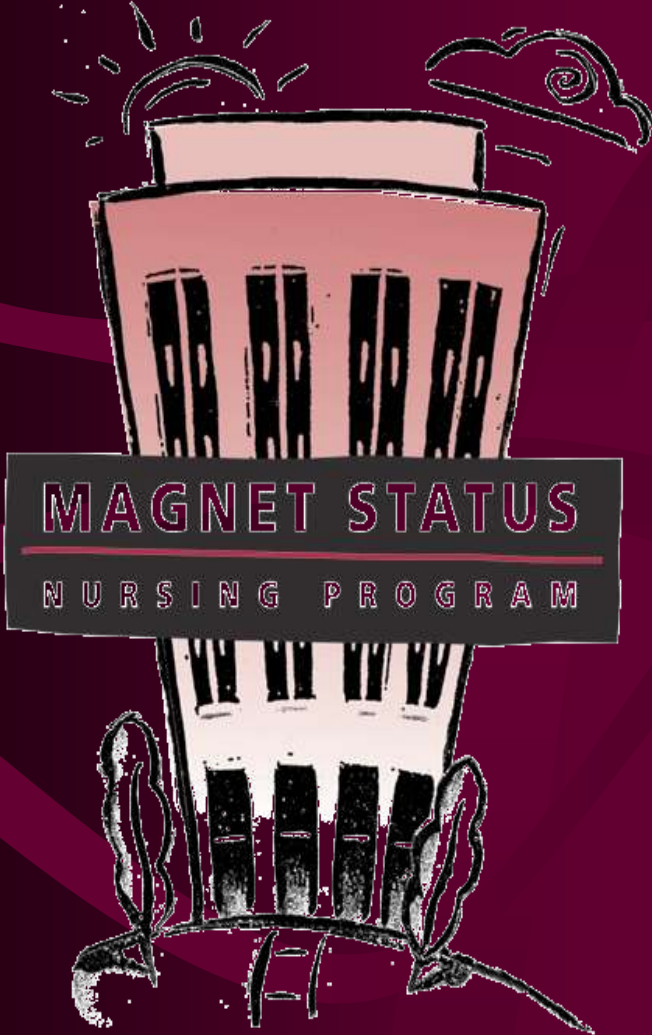
Recognizing
Excellence
at Ohio State



The Journey

- Creation of Magnet logo and theme for Nursing
- Magnet Steering Committee formed
- Adopted OSU Professional Practice Model
- Nurses are expected to be autonomous
- Staff Nurse presentations
- Site Visits
- Documentation submitted
- Magnet designation awarded
- Celebration

We've got a NEW
MAGNETUDE!



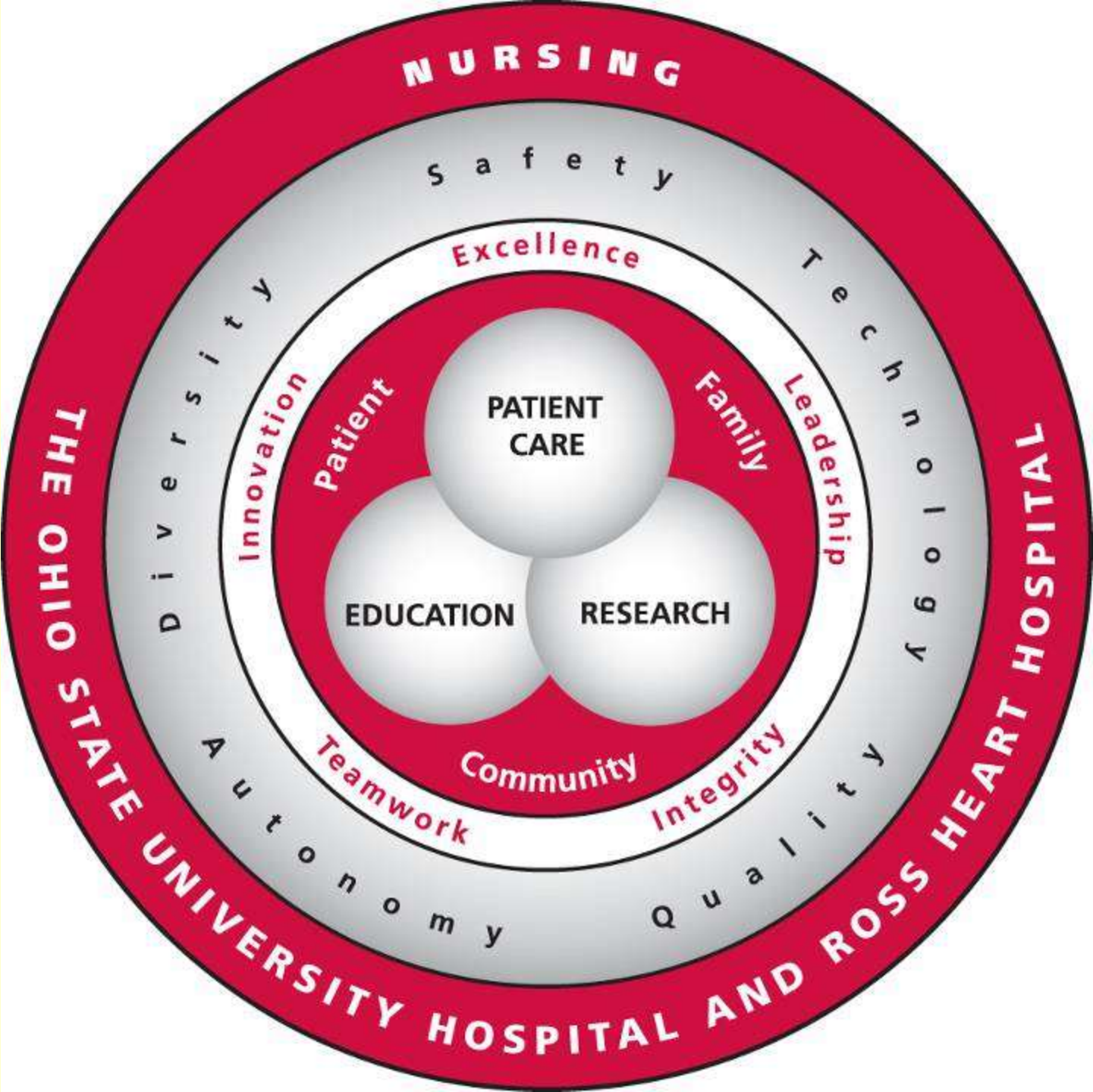
Magnet Logo

OSU Professional Practice Model

- Theoretically and operationally supports and guides nursing practice at OSUH/Ross.
- Patient care, education and research at its' core.
 - Patient Care focuses on our clinical practice and coordination of care.
 - Education embodies our commitment to patient, family and student education, mentoring, professional development and advancement.
 - Research focuses on the advancement of the profession with new knowledge and the use of evidence to guide and support practice.

OSU Professional Practice Model

- The second domain represents the patient focused care of our profession and includes patient, family and community.
- The third domain represents the values of OSUH hospital—caring, respect, excellence, service and teamwork
- The fourth domain demonstrates the environmental attributes that support the professional practice of nursing as essential and integral to nursing.....



Communicating the Message

- Kick-off Activities
 - Diversity Retreat
 - Evidence-Based Practice Retreat
 - Town Hall meetings
- Monthly Activities
 - Magnet Steering Committee meetings
 - Magnet Champion meetings
- Quarterly Activities
 - Staff Nurse presentations

Site Visit

- Presentation to units by unit champions to help prepare staff for site visit
- Magnet Mobile
- Staff Nurse escorts for appraisers
- Appraiser breakfast with staff
- Open public forum
 - Community
 - Patients
 - Physicians

Magnet Designation

- Awarded – February 2005



Celebration

We've got a NEW
MAGNETUDE!



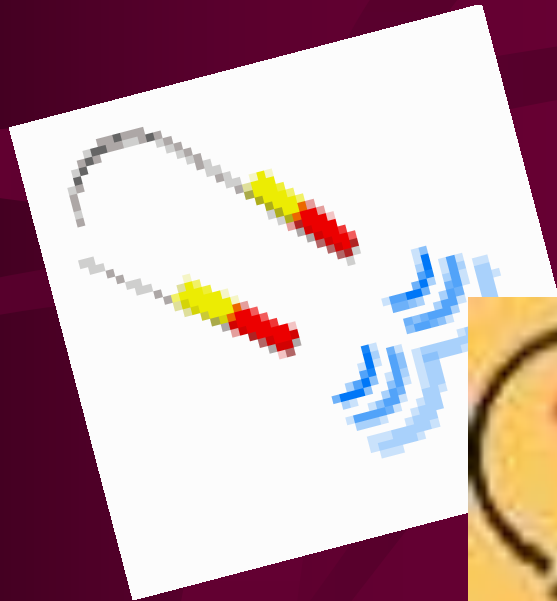
The Ohio State University Hospital has been designated as a Magnet hospital by the American Nurses Credentialing Center. This designation acknowledges our outstanding patient care.

Magnet designation is the nursing profession's most prestigious national honor. It is a testimony to our professional, compassionate and dedicated daily patient care. Congratulations to The Ohio State University Hospital – the first Magnet hospital in central Ohio.



The ANCC Difference

Magnet through the eyes of an “Appraiser”



Appraiser Qualifications

- Masters prepared
- Do not have to be from a Magnet organization
 - Nomination must be from CEO, CNO or Dean
- 10 years nursing experience
- Currently employed in nursing practice or academia
- Knowledge or skills in program evaluation
- Member of ANA/State
- Complete application

Appraiser Criteria

- Communicates in an articulate, professional, and timely manner
- Reviews and evaluates merit of Magnet applicant documentation; accurately and consistently
- Participates in a Magnet site visit
- Accurately and appropriately develops and completes reports

Appraiser Duties & Responsibilities

- 2 year appointment
- Undertake minimum of 2 application reviews per year
- Agree not to engage in any paid Magnet related consulting activities
- Attend refreshing courses
- Participate in all aspects of an appraisal and meet all competencies as ascertained by ANCC
- Complete web enabled educational modules
- Maintain full confidentiality

Appraiser Duties & Responsibilities

- Respond to communications from MPO with 48 hours
- Maintain active email account
- Maintain computer access
- Participate in all ANCC quality improvement activities
- Complete the program's required documents within the prescribed timelines
- Base all comments on own personal perspective or from own employer
- Complete site visits
- Comply with all functions noted in the position descriptions

Fellow Experience

- Must do one appraiser “mentor” experience
- Must complete entire process
 - Document review
 - Site visit
- Rated by mentor
- Determination of if one can become a full appraiser

Appraiser Experience

- Assignment as member of appraiser team
- Expected to fulfill all aspects of team membership
- Leadership during document review
- Leadership during site visit
- Leadership in completing report

Commission Reviewers

- All Commissioners review final reports
- Members of the Magnet COM are assigned as primary and secondary reviewers for each applicant appraiser report
- Commission reviewers perform a thorough assessment of the final report and present the facility to the entire Commission prior to the vote

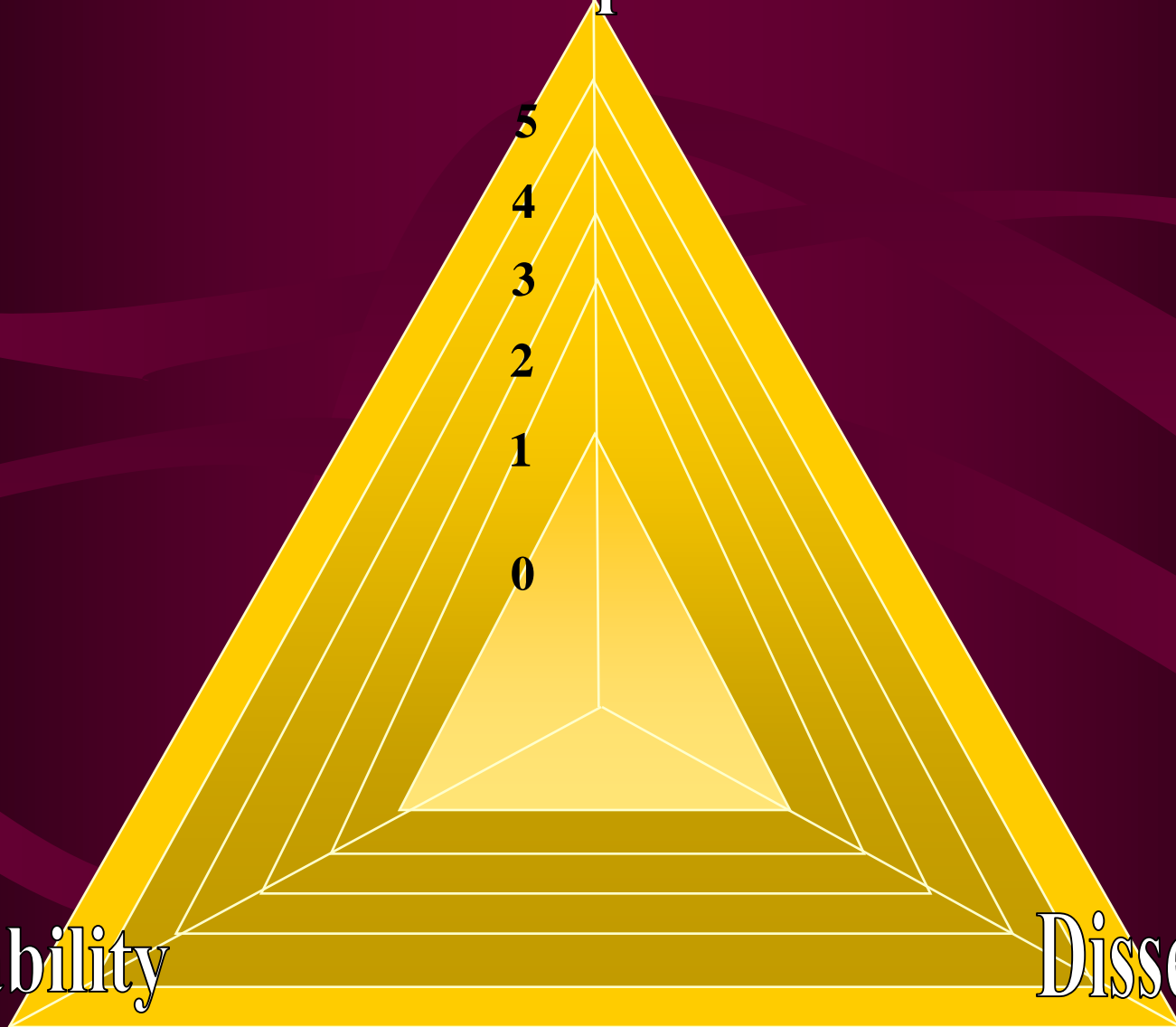
Triple Axes of Compliance

Development

5
4
3
2
1
0

Sustainability

Dissemination



Re-Designation

- Every 4 years
- Must commit year 3
- Full process
 - Document review
 - Site Visit

Appeal of Designation Decision

- No opportunity to appeal, if after review of written documentation, a score within range of excellence is not reached

Appeal of Designation Decision

- If designation is denied, applicant organization may appeal
 - Appeal panel is established
 - Organization may submit additional documentation that would have been available during the site visit
 - Appeal panel has 4 weeks to review report and supplemental documents
 - Appeal panel has opportunity to solicit information and perspective from the members of the original appraisal team
 - CNO from organization has opportunity to address the panel and is afforded opportunity to respond to questions from panel
 - Final discussion among members of the panel
 - Independent submission of votes by panel to determine status

Appeal Panel Member

- Seasoned appraisers who have served as Team Leaders or Magnet Mentors on at least three separate applications
- Randomly selected for participation by the Chairman of the Commission
- Receives honorarium fee for participation

Commission Members

- **Elaine Scherer, MA, BSN, RN** – Director, Magnet Recognition Program
- **Janice W. Moran, MPA, BSN, RN** - Assistant Director of Operations, Magnet Recognition Program
- **Shirley H. Morgan, MSN, RN, CNAA, BC** - Assistant Director of Development, Magnet Recognition Program
- **Cyndy Hagstrom, MSN, BSN, RN, BC** - Outcomes Analyst, Magnet Recognition Program
- **Ellen Lahman, MS(N), RN, CNAA, BC** - Senior Community Partnership Associate, Magnet Recognition Program
- **Christina Joy, DNSc, RN** - Senior Magnet Program Analyst
- **Marianne Olson, MSN, RN** - Senior Magnet Program Analyst
- **Christine Curto, BSN, RN, MS, IBCLC** - Senior Magnet Program Analyst
- **Marguerite Smalls** - Magnet Recognition Program Specialist
- **Beckie Mathews** - Magnet Recognition Program Specialist
- **Debra Y. Marshall** - Senior Administrative Assistant, Operations
- **Jacqueline Stone** - Senior Administrative Assistant to the Director

What the Public Says

- 93% of the American public is concerned about the quality of healthcare

JCAHO. 2002

- “Before entering a hospital, locate the nearest ‘Magnet Hospital’. If you can check into a magnet hospital you would be foolish not to. To see the list of magnet hospitals, go to.....”

*Condition: Critical
Readers Digest, September, 2003*

Future of Magnet Hospitals

- Status is not permanent
- Bar of excellence continues to be raised
- Many principles and processes Magnet Hospitals display lend themselves to legislation under the auspices of governmental or accrediting standards

Questions?