At the Heart of Magnet is U
What is Magnet®?

The Magnet Recognition Program® was developed by the American Nurses Credentialing Center (ANCC), to recognize healthcare organizations that provide nursing excellence, quality patient care, and innovations in professional nursing practice.

- The Magnet Recognition Program® is the culmination of over 30 years of research initiated by the American Academy of Nursing (AAN) in response to a nation-wide nursing shortage in the late 1970s/early 1980s.
- By studying the practice environments of hospitals that were able to successfully attract and retain nurses during this critical time, the AAN were able to identify similar qualities shared by these organizations, which they named the “14 Forces of Magnetism.”
- ANCC has refined the “14 Forces” into the Magnet Model® we recognize today:
A Brief History Magnet®

- Late 1970s: National Nursing Shortage in USA
- 1983: McClure Magnet Hospital Study
  - AAN Task Force on Nursing Practice
  - Identified shared qualities – AKA “Forces of Magnetism” – of hospitals with high RN Retention rates and job satisfaction scores
- 1990: ANCC Established
- 1994: Magnet Pilot Project
  - University of Washington is designated as the 1st Magnet Hospital
- 1999: IOM publishes *To Err is Human*
  - Magnet updates are in alignment with Health Care Reform
- 2007-2008: Magnet Model® developed & new manual released
- 2014 Manual: Alignment with Health Care Reform
  - Greater emphasis on outcomes data – must show evidence of sustained improvements in nursing practice
  - Greater emphasis on Interprofessional collaboration

Our healthcare team at SMUCLA promotes a culture of excellence in all areas. We are committed to quality patient outcomes, high customer satisfaction and a positive work environment. Magnet recognition identifies hospitals that prove to be exceptional in these areas.
Purpose of Magnet® Designation

Patients

• Studies have shown that patient outcomes are more favorable in Magnet hospitals. They experience fewer complications, lower mortality rates & higher patient satisfaction scores.

Staff

• Nurses consider Magnet designation as the Gold Standard when looking for a practice environment where autonomy, Interprofessional collaboration & professional development are emphasized.

SMUCLA

• Magnet signifies high quality care to consumers and prospective staff. Many Magnet hospitals advertise through media, newspaper announcements, billboards, radio & TV commercials. The improved attraction & retention of quality staff results in significant cost savings.

The Magnet Model® is made up of the following components:

1. EPP’s – Exemplary Professional Practice
2. NK’s – New Knowledge, Innovations, & Improvements
3. TL’s – Transformational Leadership
4. SE’s – Structural Empowerment
A Magnet

- Visibility, accessibility and communication with leaders at all levels
- Integrating evidence-based findings into practice (EBP FOCUS PDCA)
- Opportunities for professional development and recognition
  - Use RBC and CICARE to provide Interprofessional, quality patient and family centered care; as seen in outcome data
ANCC considers EPP “the true essence of a Magnet Organization.” This entails a comprehensive understanding of the role of nursing, and the application of that role with patients, families, communities, & the interdisiplinary team.

**Exemplary Professional Practice** encompasses the following 8 key concepts:

1. Professional Practice Model
2. Care and Delivery Systems
3. Staffing, Scheduling & Budgeting Processes
4. Interprofessional Care
5. Accountability, Competence, Autonomy
6. Ethics, Privacy, Security, Confidentiality
7. Culture of Safety
8. Quality Care Monitoring & Improvement

**UCLA Health**
The ANCC believes Magnet® organizations have an ethical responsibility to contribute to patient care, the organization, and the profession in terms of new knowledge, innovations and improvements. Magnet® organizations conscientiously integrate evidence-based practice and research into clinical and operational processes. Using evidence-based practice, nurses are encouraged to design and implement clinical projects that improve nurse-sensitive and patient outcome indicators.

New Knowledge, Innovations, & Improvements encompasses the following 3 key concepts:

1. Research
2. Evidence-Based Practices
3. Innovation
Magnet Component #3: Transformational Leadership

The organization’s senior leadership team creates the vision for the future and the systems and environment necessary to achieve that vision.

Transformational Leadership encompasses the following 3 key concepts:

1. Strategic Planning
2. Advocacy and Influence
3. Visibility, Accessibility, and Communication
Magnet Component #4: \textbf{STRUCTURAL EMPOWERMENT}

The organization provides opportunity to engage nurses to grow academically and professionally, ensuring their role as active decision-makers in the advancement of nursing practice and patient care.

Structural Empowerment encompasses the following 5 key concepts:

1. Professional Development
2. Commitment to Professional Development
3. Teaching and Role Development
4. Outreach
5. Recognition of Nursing
Did You Know?

To be eligible for Magnet Recognition, hospitals need to consistently perform above the national average (benchmarks) of comparable hospitals in quality patient outcomes, high customer satisfaction, and a positive work environment.

We want the nation to know that SMUCLA is outstanding in these areas! This is why we have submitted for Magnet Recognition!
Are We Ready to be Magnet®?

Magnet appraisers are nurse leaders from Magnet® certified hospitals. They come to hear how YOU and your peers are committed to providing quality patient outcomes, high customer satisfaction and ensure a positive work environment.
Ask Yourself:
What 3 things are you most proud of on your unit?

- Performance Improvement Projects
- Certification Rates
- Outperforming HCAHPS scores
- High Patient Satisfaction scores
- Outstanding Staff Satisfaction scores
We Want YOU To Get Involved in our Magnet Journey®!
Magnet Recognition Cards show how you and your peers contribute to Magnet through exemplary work you do every day!

- Complete and submit a recognition card to nominate an outstanding colleague
- Nominees will be entered into a weekly prize drawing
- 1 nominee will win the Grand Prize: Admission to the 2016 ANCC Magnet Conference in Orlando, Florida!
# Check Your Unit Data

Familiarize yourself with your unit Nurse Sensitive Indicator data

<table>
<thead>
<tr>
<th><strong>Who collects this information?</strong></th>
<th><strong>Where is it displayed on your unit?</strong></th>
<th><strong>What does each indicator measure?</strong></th>
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<th><strong>Where can you access it?</strong></th>
<th><strong>What are nurses doing on your unit to improve these scores?</strong></th>
<th><strong>How would you explain your unit’s data to an outsider?</strong></th>
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Need Help with your data? Contact:

Ksenia Kurnakova
kkurnakova@mednet.ucla.edu
424-259-8393
Join in the Fun!

MAGNET EDUCATION
EXTRAVAGANZA

THURS., MARCH 31, 2016

JOIN US FOR GAMES, PRIZES, SNACKS,
EDUCATIONAL ACTIVITIES, &
MAGNET FUN!

LOCATION:
CONFERENCE ROOMS 1-2

TIME:
11:00AM – 8:30PM

MORE DETAILS TO FOLLOW!

UCLA Health
Have Questions? Ask a Magnet Champion or Magnet Team Member!

- Magnet Badge Cards identify your unit Magnet Champions
- Below are your Magnet Team members

Interim Magnet Coordinator
424-259-6123
lkorkis@mednet.ucla.edu
Office: SMUCLA G140

UCLA Health Magnet Analyst
310-794-3332
ccollazzi@mednet.ucla.edu

Magnet Champion
310-633-3964
msitrin@mednet.ucla.edu
The Magnet Office has Approved our Supplemental Evidence and scheduled our Site Visit!

SMUCLA’s Magnet Site Visit will be held **April 18-20, 2016** (Monday-Wednesday)

Magnet Site Visit Prep is underway!

- Magnet Extravaganza Thursday, March 31, 2016
- Magnet Cart Rounds
- Magnet Educational Offerings March 14th – April 8th
  - Every Monday 1930-2030 in the Boardroom
  - Every Wednesday 1100-1300 in the Cafeteria
  - Every Friday 730-830 in Conference Room 3
    - *(Except 3/25 in honor of Cesar Chavez Day)*
- Magnet Online Resources on UCLA Health Nursing website at [http://nursing.uclahealth.org/secure.cfm?id=109](http://nursing.uclahealth.org/secure.cfm?id=109)