Magnet applications require careful documentation (described below) of process and outcomes. Magnet is not free; budget decisions must be made ahead of time (e.g., purchase resources, consultant fees, time, application preparation). The multi-year Magnet process requires cooperation at every level of an organization to ensure success.

In the 2008 issue of Fortune Magazine, seven of the eleven healthcare organizations listed in the top 100 companies to work for are Magnet-recognized facilities or have Magnet facilities in their system. Nurses are recognized and supported for the quality outcomes related to the nursing care they provide. Each component has a specific set of indicators that must be met. Indicators are designed "Outcomes of Evidence." What is Magnet?

In 1990 Magnet is an accreditation awarded to institutions by the American Nurses Credentialing Center (ANCC) Commission on Magnet accreditation and Evidence Based Nursing. The "new knowledge" component is about evidence based research! It boils down to nurses using evidence to guide patient care decisions.

What are the benefits?

1. A better competitive advantage for health care organizations.
2. Magnet hospitals consistently retain more nurses.
3. Nurses are recognized and supported for the quality outcomes related to the nursing care they provide.
4. Magnet hospitals consistently provide higher quality patient care.
5. The 2008 U.S. News and World Report's "Best Hospitals" report lists all the top 10 hospitals are Magnet recognized.

In the 2000 issue of Fortune Magazine, seven of the eleven healthcare organizations listed in the top 100 companies to work for are Magnet-recognized facilities or have Magnet facilities in their system.

About the process:

1. Assign Process/Outcome Collectors
2. Assign 3-2 council members to document all education and research activities for Sources of Evidence
3. Create a magnet binder containing meeting agendas, course handouts, research process, and any other item that can be used for reference.

What is the "5 Model Components."

- Strategic Leadership
- Shared Governance
- Transformative Practice Environment
- Structural Empowerment
- New Knowledge, innovations, and improvements

Magnet facilities must demonstrate excellence in the 5 model components through the entire organization and must include:

- Data collection
- Data analysis
- Formation of a proper research question.
- Describe the unit-based project plan.
- Use the evidence to nursing practice.
- Make evidence-based projects a priority (include the project plan, project title, purpose, evidence, patient experience, methodology, outcomes).
- Discuss how to effectively evaluate a study to determine its quality and assess the appropriateness of the statistical models used in the study.

Develop policy statement

- Synthesize the evidence into a policy statement.
- Create timelines for roll-out of new policy.
- Meet with Policy Review Board or other appropriate committee and present findings and new policy recommendations.
- Synthesize the evidence into a policy statement.
- Make organizational project a reality (define the project plan, define the protocol, specify outcome measures, determine methodology for data collection, develop a system for managing data, implement process, share evidence of success based on evidence).

Design Research question

- Focus needs assessment and study design.
- Develop research question (e.g. Does the education nurses on the use of an evidence based clinical guideline for skin assessment and treatment result in a decreased incidence of HAPUs?)
- Assign database and resources to individuals for evidence collection.
- Analyze research evidence and study quality to determine validity.

Analyze Outcome data

- Analyze outcomes data and submit to benchmarking database (e.g. National Database of Nursing Quality Indicators).
- Present Curriculum and Agenda.
- Discuss goals and design curriculum.
- Establish Evidence Based Nursing Council
- Assign Nurse Educators and/ or Staff RN’s to participate in meetings.

Institutional Review Board

- What is involved in human subject research?
- What are the IRB Submission requirements?
- What are the IRB Review Types?
- Full Board Review, Expedited Review, De minimis Review

Assessors

- Conduct needs assessment in every unit and clinic groups. Direct the assessment towards clinical indication, (e.g. pressure ulcer assessment, falls, catheter associated UTI’s).
- The "new knowledge" component is about evidence based research! It boils down to nurses using evidence to guide patient care decisions.

Council Agenda

- Review basic statistics to help assess quality of research studies.
- Discuss how to effectively evaluate a study to determine its quality and assess the appropriateness of the statistical models used in the study.
- Discuss what databases and resources are available including access issues.
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