What is Magnet?

Magnet is an accreditation awarded to institutions by the American Nurses Credentialing Center (ANCC) Commission on Magnet Recognition for excellence in nursing. Magnet is the highest recognition in the nursing profession. "It is based on quality indicators and standards of nursing practice" (ANCC).

Magnet is awarded to institutions that have proven excellence in five key areas of nursing. These 5 areas are

designated the "5 Model Components."

- Transformational Leadership
- Structural Empowerment.
- Exemplary Professional Practice.
- New Knowledge, Innovations, and Improvements.
- Empirical Outcomes.

Magnet facilities must demonstrate excellence in the 5 model components throughout the entire organization and must include: nursing satisfaction, patient satisfaction and critical nurse-sensitive patient outcomes. Each component has a specific set of indicators that must be met. Indicators are designated "Sources of Evidence."

What are the benefits?

• A better competitive advantage for health care organizations.

Magnet hospitals successfully retain & recruit nurses.

Nurses are recognized and supported for the quality outcomes related to the nursing care they provide.

Magnet hospitals consistently provide higher quality patient care.

The 2009 US News and World Report's "Best Hospitals Report" report that 15 of the top 21 hospitals are magnet recognized.

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.

About the process

• The multi-year Magnet process requires cooperation at every level of an organization to ensure success.

• Librarians can play an important teaching and information/resource role in the process.

Magnet is not free; budget decisions must be made ahead of time (e.g., purchase resources, consultant fees, time, application fees) and executive buy in is essential.

Magnet applications require careful documentation (described below) of process and outcomes.

- Describe the purpose and the background.
- Describe how the work was done. Discuss who was involved and what units participated.
- Describe the measurement used to evaluate the outcomes and the impact.
- There are 164 Sources of Evidence in total. Each source must be carefully documented in narrative form and include supportive information describing how each item has been addressed (e.g. reduced falls by x%).
- Organizations must prove that they are in the top half of nationally benchmarked organizations for each Empirical Outcome contained within the Sources of Evidence (e.g. falls, HAPU, or other Nurse sensitive quality indicator) as listed in the Magnet Model Components and Sources of Evidence publication.

A Framework for Medical Librarian Involvement in Magnet Accreditation

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FRAMEWORK ILLUSTRATED	
Partner with a Nurse Educator 1.	Institutional Review Board 7.
Choose magnet component. We chose "New Knowledge, Innovations	• What is involved in human subject research?
& Improvements" as our focus.	• What are the IRB Submission requirements?
Discuss goals and design curriculum.	• What are the IRB Review Types.
The "new knowledge" component is about evidence based research! It boils down to nurses using evidence to guide patient care decisions.	Full-Board Review, Expedited Review, Exempt Registration
Meet with Chief Nurse Executive 2.	Needs Assessment 8.
Discuss magnet requirements.	• Conduct needs assessment on every unit or on clinical groups. Direct the assessment
Present Curriculum and Agenda.	towards clinical indicators, (e.g. pressure ulcer assessment, falls, catheter associated
Review magnet timeline.	UTI's).
Get administrative support and develop a budget proposal.	<i>Tip:</i> You may use any specialty-specific nationally benchmarked indicator. • Determine indicator to be used in upcoming research question.
Establish Evidence Based Nursing Council 3.	Design Research question 9.
Assign Nurse Educators and/or Staff RN's to participate in meetings.	 Use the results from the Needs Assessment and develop a research
	Question (e.g. Does the education nurses on the use of an evidence based clinical
Conduct a simple survey of members to evaluate their knowledge of magnet	guideline for skin assessment and treatment result in a decreased incidence of HAPU?)
accreditation and Evidence Based Nursing.	 Assign databases and resources to individuals for evidence collection.
	 Analyze research evidence and study quality to determine validity.
Assign Mentors 4.	Analyze Outcome Data 10.
Each council member shall be assigned to an appropriate staff RN	 Analyze outcomes data and submit to benchmarking database
to mentor in the process of researching and locating evidence based literature	(e.g. National Database of Nursing Quality Indicators).
to support patient care decisions for QI or research projects.	
Librarian will offer one-on-one training to mentee's on as needed basis.	
Assign Process/Outcome Collectors 5.	Develop policy statement 11.
Assign 1-2 council members to document all education and research	 Synthesize the evidence into a policy statement.
activities for Sources of Evidence.	· Meet with Policy Review Board or other appropriate committee and present findings
Create a magnet binder containing meeting agendas, course handouts,	and new policy recommendations.
research process, and any other item that can be used for reference.	 Develop timeline for roll-out of new policy.
Librarian-led Instructional Courses 6.	Poster Presentation 12.
Courses should focus on teaching the council the following:	 Create a poster presentation for Nurses Week, local conferences, and
 Formation of a proper research question. 	meetings to disseminate the research created by the Evidence Based
 Analytic process to search for evidence. 	Nursing Council.

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Council Agenda

- Define Evidence Based Practice and describe steps in the "Evidence Cycle".
- Teach mentors how to effectively search the literature and analyze the data.
- Review basic statistics to help assess quality of research studies.
- Discuss EBP models and Choose a model.
- Define a Clinical Question using PICO.
- Discuss ideas for an organizational Project.
- Conduct a Unit-based Needs Assessment
- Decide on the highest priority need and develop the research question.
- Discuss process and requirements of Institutional Review Board.
- Apply the evidence to nursing practice.
- Make organizational project a reality (define the project plan, define the protocol, specify outcome measures, determine method for data collection, develop a system for managing data, implement process, draw conclusions about success based on outcomes).

Course Outline

This is the Librarian's course outline. It is a sample of courses that can be offered to get your nurses up to speed on searching and analyzing evidence based research.

- Review Evidence based medicine and define study types
- Discuss what databases and resources are available including access issues.
- Explain the differences between Quality Improvement and Research (original and translational).
- Teach mentors how to access and use the resources (what resources to use for specific question types).
- Teach mentors how to develop questions using the PICO model (patient, intervention, comparison, outcome).
- Discuss how to effectively evaluate a study to determine its quality and assess the appropriateness of the statistical models used in the study.
- Review basic statistics for research.

Nurse Pre-Survey

This is a sample of questions from our pre-survey. The goal of the survey was to determine nurse knowledge of research, evidence based medicine, and magnet. The results helped us to create the agenda and course content for the council.

- My patient has a history of Dieulafoy's type ulcer of the rectum and I have no clue what it is. To find out about this I would...
- A new nurse on the unit tells you that an x-ray is the most accurate way of assuring that an NG tube is properly placed. You have always used air insufflations to test placement. Where would you look to find out what the best testing tool is?
- I use the following resources to answer my nursing questions.
- Do you think that we should pursue Magnet Accreditation?