

How does the Magnet designation work? The Magnet program has identified a set of operating standards that have consistently led to positive empirical outcomes across many different hospitals. Some of these outcomes include:

- Increased patient satisfaction
- Increased RN satisfaction
- Lower morbidity and mortality
- Decreased length of stay

The program also serves as a vehicle to share best practices from member hospitals across the entire network. As a result, the set of standards is continuously evolving and improving, and Magnet hospitals must re-apply for the designation every four years. With each subsequent reapplication, empirical outcomes at UNCH will become more and more important as the basis for our evaluation.

Meeting and maintaining all of the Magnet standards will be hard work, and will result in tangible benefits for all of us in the UNCH nursing environment. By focusing on the operating standards they define, we will bring these benefits to our staff, our patients, and our organization!

Our progress so far: UNC Hospitals has been on the Magnet journey for several years, and various teams have been working to develop and implement plans to meet the Magnet standards. Here are two great examples:

1. Building the infrastructure for collective decision making for our nurses at all levels through ***Shared Governance***
2. Creating the opportunity for nursing career advancement through the ***Clinical Ladder Program***.

Additionally, we have a whole set of other accomplishments that demonstrate how we have advanced the Nursing mission and we continue to build upon that. By constantly focusing on our colleagues and our patients, we've now reached a point where we can document our compliance with the Magnet standards and prove that we belong in the prestigious 5% of hospitals who are honored with that distinction.

We've gotten underway: Preparing the application involves collecting evidence to demonstrate that the Nursing Department meets the 88 Magnet requirements. We look forward to getting your input throughout this process. We will need ideas from the entire nursing department as well as other support and administrative departments with whom we collaborate in the delivery of health care services to our patients. To spearhead the effort we've organized two teams. Please click the "UNCH Magnet Initiative Committee Structures" link below to see the teams.

What's next: We are beginning to develop several communication channels to stay connected with you about our Magnet Journey, and we'll be identifying ways for you to get involved. Look for more information about this, the Steering and Magnet Operations Committees, and the progress we're making. We value your feedback and input and would love to hear any questions, thoughts, or ideas you might have – please contact Nimisha Patel @ npatel@unch.unc.edu or 843.1435 anytime. We are excited about our Magnet Journey!

