

## UNC Hospitals Magnet Initiative Frequently Asked Questions

<p>What is the purpose of the Magnet Designation?</p>	<p>To nationally recognize health care organizations providing a work environment that supports the delivery of excellent nursing and patient care.</p>
<p>What are the benefits of being recognized as a Magnet Hospital?</p>	<p><b>For Patients:</b> Multiple studies have demonstrated favorable patient outcomes. They experience fewer complications, lower mortality rates, and higher patient satisfaction.</p> <p><b>For Nurses:</b> Magnet organizations offer nurses a practice environment where they are able to be autonomous, engage in professional development opportunities, and shared decision-making. Studies have shown that nurses in Magnet organization are more satisfied than nurses in non-Magnet organizations.</p> <p><b>For the Hospital:</b> Magnet indicates high quality care to health care consumers. The improved attraction and retention of nurses leads to significant cost savings.</p>
<p>What types of requirements does the hospital have to meet to receive Magnet designation?</p>	<p>There are 88 required operating standards for first-time applicants. The hospital must demonstrate that it meets these operating standards through evidence of policies and procedures, examples of projects, program, initiatives, and other quantitative and qualitative information.</p> <p>These standards are organized in 4 main areas:</p> <ol style="list-style-type: none"> <li>1. Transformational Leadership</li> <li>2. Structural Empowerment</li> <li>3. Exemplary Professional Practice</li> <li>4. New Knowledge, Innovations, and Improvements</li> </ol>
<p>What is UNC Hospital's timeline of receiving the Magnet Designation?</p>	<ul style="list-style-type: none"> <li>• <b>Aug '09-Mar '10</b> – Compile examples and all other supporting evidence to include in the Magnet application and write Magnet document</li> <li>• <b>Mar '10</b> – Submit Magnet document</li> <li>• <b>Apr'10-July'10</b> – Prepare for and conduct Magnet site-visit</li> <li>• <b>Aug '10-Oct '10</b> – Await decision on Magnet Designation</li> </ul>
<p>How does the Magnet Designation align with Commitment to Caring?</p>	<p>People</p> <ul style="list-style-type: none"> <li>• Increase nurse satisfaction</li> <li>• Lower nurse turnover and vacancy rates</li> </ul> <p>Service</p> <ul style="list-style-type: none"> <li>• Increased patient satisfaction</li> <li>• Higher nurse to patient ratio</li> </ul> <p>Quality</p> <ul style="list-style-type: none"> <li>• Reduced patient mortality</li> <li>• Reduced patient morbidity</li> </ul> <p>Finance</p> <ul style="list-style-type: none"> <li>• Decreased length of stay</li> </ul> <p>Growth</p> <ul style="list-style-type: none"> <li>• Creates competitive advantage</li> <li>• Facilitate nurse recruitment</li> <li>• Attracts high quality physicians</li> </ul>
<p>What types of characteristics makes UNC Hospitals a strong candidate for a Magnet facility?</p>	<ul style="list-style-type: none"> <li>• High RN satisfaction</li> <li>• Favorable Nurse Quality Indicators</li> <li>• Shared decision making structure for nurses</li> <li>• Strong Nursing Professional Development Program</li> <li>• Strong Nursing Research Infrastructure</li> <li>• Recognition for Excellence in Nursing -- Top 100 Hospitals to Work for in Nursing (2008), Men in Nursing Award (2008), Beacon Award (CTICU -2008), U.S New and World Report Recognition for Nursing (2009)</li> </ul>
<p>How many hospitals are currently Magnet?</p>	<p>There are 352 facilities in the U.S. (6% of U.S. hospitals) and 3 internationally.</p>
<p>Where can I find more information?</p>	<p><a href="http://nursing.intranet.unchealthcare.org/nursexcellence/magnet/index.html">http://nursing.intranet.unchealthcare.org/nursexcellence/magnet/index.html</a></p>

