

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>For Patients: Multiple studies have demonstrated favorable patient outcomes. They experience fewer complications, lower mortality rates, and higher patient satisfaction.</p> <p>For Nurses: 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>For the Hospital: 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"> 1. Transformational Leadership 2. Structural Empowerment 3. Exemplary Professional Practice 4. New Knowledge, Innovations, and Improvements
<p>What is UNC Hospital's timeline of receiving the Magnet Designation?</p>	<ul style="list-style-type: none"> • Aug '09-Mar '10 – Compile examples and all other supporting evidence to include in the Magnet application and write Magnet document • Mar '10 – Submit Magnet document • Apr'10-July'10 – Prepare for and conduct Magnet site-visit • Aug '10-Oct '10 – Await decision on Magnet Designation
<p>How does the Magnet Designation align with Commitment to Caring?</p>	<p>People</p> <ul style="list-style-type: none"> • Increase nurse satisfaction • Lower nurse turnover and vacancy rates <p>Service</p> <ul style="list-style-type: none"> • Increased patient satisfaction • Higher nurse to patient ratio <p>Quality</p> <ul style="list-style-type: none"> • Reduced patient mortality • Reduced patient morbidity <p>Finance</p> <ul style="list-style-type: none"> • Decreased length of stay <p>Growth</p> <ul style="list-style-type: none"> • Creates competitive advantage • Facilitate nurse recruitment • Attracts high quality physicians
<p>What types of characteristics makes UNC Hospitals a strong candidate for a Magnet facility?</p>	<ul style="list-style-type: none"> • High RN satisfaction • Favorable Nurse Quality Indicators • Shared decision making structure for nurses • Strong Nursing Professional Development Program • Strong Nursing Research Infrastructure • 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)
<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>http://nursing.intranet.unchealthcare.org/nursexcellence/magnet/index.html</p>

