

JUNE 2024

MAGNET MONTHLY

The Monthly Upstate Magnet Journey Newsletter



#ANCCMAGNET



MAGNET CULTURE

Our Magnet Recognition Program team is hard at work this month, diligently guiding our Upstate organization through the rigorous process of maintaining our prestigious Magnet status. We're collaborating closely with hospital leadership and nursing staff to document our commitment to nursing excellence and superior patient care. Your support and dedication are vital to our success!

"Nurses are the heart of healthcare." — Donna Wilk Cardillo

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NURSING EXCELLENCE AT UPSTATE

Potential Magnet Story: 6K PYXIS

Overview: At SUNY Upstate University Hospital (UUH), the physical layout of the Medical Unit (6K) created a cumbersome workflow for nurses, who worried that the time they spent moving from the nurses' station to the Pyxis machine to the utility room caused them to lose time they could be spending on patient care. In April 2022, 6K nursing staff expressed concerns to leadership and proposed moving the Pyxis machine and other supplies into a central location to improve workflow and patient care on 6K.

Shared Decision-Making Group: Staff members of 6K

Change in Nurse Practice

Environment: The 6K unit was redesigned. The Pyxis machine was moved to the unit's utility room, the Omnicell medication machine was removed from 6K, and the old shelving on the unit was replaced with new shelves in more convenient locations to improve workflow.

Assessing the Situation: In May 2022, Shannon Snyder, MSN, RN, CMSRN, clinical nurse, 6K, disseminated a survey she had developed to 40 nurses in the unit to gain feedback on the nurse practice environment. Survey results showed that 40% of staff felt that the layout of the unit negatively affected their workflow efficiency and patient care, 30% were concerned about the location of the Pyxis machine and 50% expressed concerns about interruptions while they were using the Pyxis, which could potentially lead to patient safety issues.

Seeking Support: On May 24, 2022, the 6K nurses gathered to discuss the survey results. They agreed that the survey results reflected the majority of nurses' sentiments regarding the awkward workflow. They then had a brainstorming session on how to rearrange supplies and resources to ensure a more productive working environment.

Changing the Practice: During summer and autumn 2022, updates were performed in the new med room and supplies were relocated to the hallway area. Clinical nurses and unit staff were shown the new layout, and float staff was reoriented to the nursing environment change.

Implementing Change to Nursing Practice Environment: The new layout was fully implemented on 6K.



"NURSING EXCELLENCE IS NOT A SKILL; IT'S AN ATTITUDE." — ANONYMOUS



MAGNET STORIES NEEDED

"TO DO WHAT NOBODY ELSE WILL DO, IN A WAY THAT NOBODY ELSE CAN DO, IN SPITE OF ALL WE GO THROUGH; THAT IS TO BE A NURSE." — RAWSI WILLIAMS

Have a Magnet story you would like to share?

Stories needed:

TL7 - Guiding Through Change:

Provide one example, with supporting evidence, of a nurse assistant vice president's (AVP)/nurse director's or nurse manager's leadership that successfully **guided nurses through change**.

Key Elements:

- Change (planned or unplanned)
- Nurse AVP/Nurse Director or Nurse Manager leadership used to guide nurses through change

SE13 - Culturally & Socially Sensitive Care:

a) Provide one **inpatient** example, with supporting evidence, of a nurse or group of nurses in the delivery of culturally and/or socially sensitive care.

AND

b) Provide one **ambulatory** example, with supporting evidence, of a nurse or group of nurses delivering culturally and/or socially sensitive care.

Key Elements

- A nurse or a group of nurses
- Delivering culturally and/or socially sensitive care (evidence - nurses progress notes)

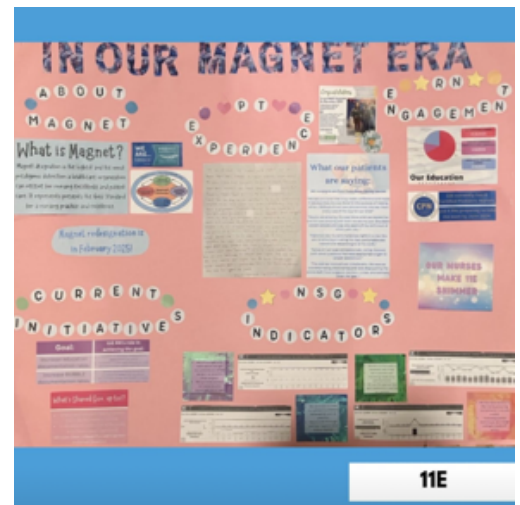
Enter this site to submit a story:

https://www.upstate.edu/nursing/magnet/intra/magnet_submissions/submit-story-idea.php



MAGNET BOARDS

THE WINDOW OF NURSING EXCELLENCE ON YOUR UNIT



MAGNET MODEL COMPONENTS: *TRANSFORMATIONAL LEADERSHIP*



Transformational Leadership at Upstate Hospital

How are Upstate Nurses, at all levels, transformational leaders?

1. **Shared Governance:** participating in councils or committees where nurses at all levels participate in decision-making processes, influencing policies and practices that directly affect their work environment and patient care.

2. **Professional Development:** Continuing your education by taking part in opportunities offered by Upstate, such as funding for advanced degrees, certifications, and conference attendance, to encourage lifelong learning and professional growth, such as the Clinical Advancement Program (CAP).

3. **Mentorship Programs:** Participating in Upstate's formal mentorship programs where experienced nurses guide and support less experienced staff, fostering a culture of learning and development. Available on an annual basis (July-June). Applications are due in April of each year.

4. **Innovation and Evidence-Based Practice:** Encouraging and supporting nurses to engage in research, projects, and the implementation of evidence-based practices to improve patient outcomes and care processes.

- a. Research & Innovation Council
- b. Research Program

Link: <https://www.upstate.edu/nursing/research/index.php>

5. **Recognition and Reward Systems:** We have robust recognition programs that celebrate and reward nursing excellence, innovation, and exceptional patient care, which motivates our staff to strive for high standards.

- a. Nursing Excellence
- b. Nurses Week
- c. Certified Nurses

6. **Transparent Communication:** Maintaining open lines of communication between leadership and staff, ensuring that nurses are informed about organizational goals, changes, and the impact of their contributions on patient outcomes and organizational success.

7. **Empowerment through Autonomy:** Encouraging nurses to take initiative and make decisions regarding patient care, fostering a sense of ownership and accountability.

8. **Leadership Development:** Participating in our Microcredentialing programs: Leading Self, Learning to Lead, Learning to Lead for Nurse Manager Succession, and Leading Others.

Upstate Microcredential Programs:

Go to link and search micorcredentialing:

<https://solutions.upstate.edu/TDCClient/650/HRPortal/Home/>

“WHEN YOU’RE A NURSE, YOU KNOW THAT EVERY DAY YOU WILL TOUCH A LIFE OR A LIFE WILL TOUCH YOURS.” – UNKNOWN



MAGNET CONTACTS



TOGETHER

WE ARE MAGNET

REDESIGNATION 2025!!

UPSTATE *Nursing*

Magnet Program Team

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Interested in
being a Magnet
Champion for
your unit?
Reach out to
your Nurse
Manager and
Magnet
Champion
Chairs

