

MAGNET MONTHLY

The Monthly Upstate Magnet Journey Newsletter



MAGNET CULTURE

The Magnet Recognition Program recognizes nursing excellence and outstanding patient care within healthcare organizations, and we are all getting ready to meet its rigorous standards.

Here are some "Quick Facts" to remember:

- *Magnet is the highest honor bestowed by American Nurses Credentialing Center (ANCC) for excellence in Nursing services*
- *Approximately 10% of all of US hospitals have earned Magnet designation*
- *First NY State hospital to achieve Magnet status*
- *Magnet document is due February 3, 2025*
- *Research demonstrates that Magnet hospitals have:*
 - *Better patient outcomes*
 - *Increased patient satisfaction*
 - *Increased nursing satisfaction*
 - *Lower RN turnover*

Thank you to all who are sending sources of evidence to support our Magnet stories! Your support and dedication are vital to our success!

#ANCCMAGNET



WHAT'S INSIDE THIS ISSUE:

Nursing Excellence at Upstate - p.2

Magnet Stories Needed - p.3

Magnet Components - p. 4

Magnet Program Contacts - p. 5



NURSING EXCELLENCE AT UPSTATE

To achieve Magnet Recognition, we must pass a rigorous and lengthy process that demands widespread participation from staff. The process begins with an application, followed by written documentation demonstrating qualitative and quantitative evidence regarding patient care and outcomes. Once the written document meets the threshold of excellence and has been accepted, an on-site visit will occur to assess our organization thoroughly. After this rigorous on-site review process, the Commission on Magnet will review the completed appraisal report and vote to determine whether Magnet recognition will be granted. We are certain that we will achieve this!!

Magnet Story Submission

Do you have a Magnet story idea? In order to meet our next Magnet documentation criteria, the story information would have to have occurred on or after 2/1/2021.

[Submit your Magnet Story Idea Here](#)

Magnet Data Requirement

To satisfy our Magnet data requirement, we ask all nurses submit changes to their highest nursing degree and/or ANCC specialty certifications they hold.

[Report your highest nursing degree/specialty certification](#)

[Degree Verification Request](#)

**We are what we repeatedly do. Excellence, therefore, is not an act but a habit.
-Aristotle**



MAGNET STORIES NEEDED

"TOO OFTEN WE UNDERESTIMATE THE POWER OF A TOUCH, A SMILE, A KIND WORD, A LISTENING EAR, AN HONEST COMPLIMENT, OR THE SMALLEST ACT OF CARING, ALL OF WHICH HAVE THE POTENTIAL TO TURN A LIFE AROUND." - LEO BUSCAGLIA

Have a Magnet story you would like to share?

Stories needed:

EP15-Ethical Issues: Provide one example, with supporting evidence, of nurse(s), as participant(s) of an interprofessional team, applying available resources to address ethical issues related to clinical practice

SE1EOb – Interprofessional Decision-Making Groups: Provide an example, from an **ambulatory care** setting, of an improved patient outcome associated with the participation of clinical nurse(s) serving as a member(s) of an organization-level interprofessional decision-making group-level interprofessional decision-making group

Enter this site to submit a story:

[Submit your Magnet Story Idea Here](#)



MAGNET BOARDS
THE WINDOW OF NURSING EXCELLENCE ON YOUR UNIT



MAGNET MODEL COMPONENTS:

STRUCTURAL EMPOWERMENT



What the appraisers will be looking for....

Structural Empowerment (1 of the 5 Magnet Components) at Upstate Hospital

1. Transformational leaders create foundations that bring Upstate's mission, vision, and values to life and encourage professional nursing practice to achieve its highest level
2. Multi-directional communication among nurse leaders, bedside nurses, and interdisciplinary teams
3. Strong, collaborative relationships with other disciplines internally and in the community
4. Innovative environments - supporting strong professional practice
 - Research and Innovation System Council
 - Nursing Research Program
5. Upstate supports nurses' participation in professional organizations and the pursuit of formal education and certification.
 - Tuition reimbursement for qualified employees (Policy: NDM B-25 Professional Nursing Staff Tuition Assistance Program)
 - Performance appraisal goals
 - Certification review classes, certification fees, and reimbursement programs (Policy: NDM B-29 Professional Nursing Staff Certificate and Certification Programs)
 - Academic partnerships with Upstate College of Nursing
 - Medical library resources
 - Conference attendance support
6. Supported on-boarding and transition to practice of new graduates
 - Nurse Residency Program
 - Unit preceptors and unit-based mentors
7. Nursing involvement in measurable patient outcomes:
 - Hospital acquired infection rates (CAUTI, CLABSI, C-Diffs, SSIs)
 - Fall rates/falls with injury rates
 - Healthcare-acquired pressure injuries
 - Patient experience
 - Time to treatment
 - Length of Stay
 - Left without being seen
8. RN Education Learning needs assessments to support nurses
 - Formal RN Learning Needs Assessment once a year by the Clinical Education Department
 - Clinical Nursing Education support
 - Unit action planning for RN learning needs identified

“LET US NEVER
CONSIDER
OURSELVES
FINISHED, NURSES.
WE MUST BE
LEARNING ALL OF
OUR LIVES.” –
FLORENCE
NIGHTINGALE



MAGNET CONTACTS



TOGETHER

WE ARE MAGNET

REDESIGNATION 2025!!

UPSTATE *Nursing*

Magnet Program Team

Sarah Fries, MSN, FNP-BC, NEA-BC
Deputy Director Community Hospital
Nursing Practice Excellence &
Magnet Recognition Program
Email: FriesS@upstate.edu
Phone: 315-492-5594

Denise M. Letourneau, DNP, RN, NEA-BC
Associate Director Nursing Practice Excellence
Magnet Program Director
Email: LetournD@upstate.edu
Phone: 315-464-6417

Lia Fischi, MSN, RN, ONC
Magnet Program Manager
Email: FischiL@upstate.edu
Phone: 315-464-6150

Anna Ioannidis, M.S., ED
Nursing Practice Excellence Assistant
Email: IoannidA@upstate.edu
Phone: 315-464-4439

Magnet Champion Chairs

Christopher Wieland, RN
Registered Nurse
Email: WielandC@upstate.edu

Alissa Padilla, BSN, RN
Registered Nurse
Email: Padillal@upstate.edu

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

