

AUGUST 2025

# MAGNET MONTHLY

The Monthly Upstate Magnet Journey Newsletter



## MAGNET MATTERS: EXCELLENCE IN NURSING PRACTICE

Our Magnet Carnival of Excellence Fairs in July have been a great success with many attendees sharing how much they've learned. We're excited to announce additional dates in August, so don't miss out! A reminder that all staff must register, except for clinical nurses, who can walk in. Clinical nurse sessions last about 20 minutes, while others range from 30 to 45 minutes. We'll also be rounding on units in September to continue the FUN!

We have so much in store to help you prepare for the upcoming ANCC site visit! Don't forget to explore the Magnet website for valuable educational tools and resources. Stay informed and ready. These tools will guide you every step of the way. Remember, it will be your time to shine!!

*Your Magnet Team*

#ANCCMAGNET



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# MAGNET CARNIVAL OF EXCELLENCE FAIR PLAY, LEARN, AND GET READY FOR SITE VISIT!

## Upcoming Magnet Educational Fair

Location	Dates	Times
Kinney Performance Center	August 12th	05-07am; 07-09am; 11:30-1:30pm; 2:30-4:30pm
550 Harrison (Conference Room D)	August 13th	09-11am; 11:30-1:30pm
Nappi 2151/2153	August 18th	07-09am; 11:30-1:30pm; 2:30-4:30pm
UHCC 5 <sup>th</sup> Floor Education Room	August 26th	09-11am; 11:30-1:30pm



**\*\*All staff must register at the link below. Bedside nurses are not required to register and can attend as walk-ins.\*\***  
**<https://www.upstate.edu/pdl/intra/register/index.php?topicid=202204>**



# MAGNET COMPONENTS

## 5 Essential Components define a Magnet Organization:

- Transformational Leadership
- Structural Empowerment
- Exemplary Professional Practice
- New Knowledge, Innovations & Improvements
- Empirical Outcomes

### Transformational Leadership

A Transformational Leader guides teams toward meeting future challenges, creating a compelling vision, and fostering the environment needed to achieve it.

#### Qualities of Transformational Nursing Leaders:

- Articulate a vision to evolve the organization in alignment with current and future needs and strategic goals
- Champion resources that empower staff to deliver exceptional patient care
- Value input from direct care nurses in goal-setting and decision-making
- Maintain visibility and accessibility to staff
- Communicate effectively in all directions
- Advocate for continuous leadership development, emphasizing mentorship and succession planning for nurses

### Structural Empowerment

Structural empowerment fosters an innovative environment where professional practice flourishes, driving positive outcomes.

#### Organizational Structure:

- Decision-making is decentralized, with unit/clinic-based shared governance.
- Nursing is strongly represented on organizational committees and at all levels of decision-making.

#### Community & Healthcare Organization:

- We build strong partnerships with community organizations to enhance patient outcomes and advance community health.

#### Image of Nursing:

- Nurses are valued as integral members of the healthcare team.
- Nurses are recognized for their contributions to the organization's strategic priorities.

# MAGNET COMPONENTS

## Structural Empowerment - Continued:

### Professional Development:

- We focus on supporting nurses' transition to practice (Nurse Residency Program), continuing education, certification, and career growth.
- Nurses are encouraged to engage in professional organizations at local, regional, national, and international levels.

## Exemplary Professional Practice

Exemplary professional practice in nursing reflects a deep understanding of the nursing role and its potential to impact patient outcomes.

### Professional Models of Care:

- Nurses share authority and are accountable for evidence-based practice.
- Nurses coordinate the care patients receive, ensuring seamless and effective delivery.

### Consultation and Resources:

- Expert peers, both within and outside of nursing, are available for support and consultation (i.e., Ethics, Social Work, Physical Therapy, Occupational Therapy, Speech Therapy, etc.).

### Autonomy:

- Nurses exercise independent judgment within a multidisciplinary approach to care, aligned with the New York State Nurse Practice Act.

### Nurses as Teachers:

- Nurses are encouraged and supported to integrate teaching into all aspects of their practice.

### Interdisciplinary Relationships:

- Positive, respectful relationships are maintained across disciplines.
- Conflicts are addressed constructively.

### Workplace Advocacy:

- Nurses are empowered to raise concerns and promote equity in both care delivery and the workplace environment.

# MAGNET COMPONENTS

## New Knowledge, Innovations & Improvements

This component focuses on new models of care, the application of both existing and emerging evidence, and the visible contributions nursing makes to the science of healthcare—fulfilling the professional responsibility to improve patient care, the organization, and the nursing profession.

### Research:

- Nurses are educated in evidence-based practice and research methodologies.
- Nurses actively conduct, disseminate, and evaluate research to enhance practice.

### Nurses as Innovators:

- Innovation in patient care, nursing practices, and the work environment is encouraged and supported.

### Technology and Workflow Improvement:

- Nurses participate in the design and implementation of technology and workflow enhancements.
- Nurses play a key role in designing and optimizing workspaces.

## Empirical Outcomes

This component addresses the impact nurses have made... “What difference have you made?” Magnet organizations are at the forefront, pioneering innovative solutions in nursing.

### Quality of Care:

- Providing high-quality patient care is a top priority.
- Nurses are engaged in safety, quality monitoring, and continuous improvement efforts.
- Nurses use data analysis and national benchmarks to assess and improve care quality.







# MAGNET SITE VISIT EDUCATION TOOLBOX

## Magnet Education at Your Fingertips!

Our website offers Magnet educational resources that staff can use in a variety of ways:

- During staff huddles, to support team discussions around Magnet principles
- During staff meetings to reinforce key concepts and foster engagement
- For individual learning about the Magnet model and its impact on nursing practice
- As quick refreshers to stay up to date on Magnet terminology and expectations

Explore these tools to stay Magnet-ready and highlight the great work we do every day!

The screenshot shows the website's navigation bar with links like HOME, WE'RE HIRING, NURSING UNITS, STAFF RESOURCES, LEADERSHIP, EXCELLENCE, MAGNET, NURSING QUALITY, RESEARCH, and MENTORING. The breadcrumb trail is Home &gt; Magnet &gt; Magnet Resources &gt; Education Toolbox. The left sidebar lists items under the 'Education Toolbox' header: Toolkits, Questionnaires, Magnet 101, Magnet Flashcards, Magnet Word Search 1, and Magnet Word Search 2. The main content area is titled 'Magnet Site Prep Toolkit' and includes a description: 'In this area you will find Q&amp;A style cards and other resources to help you as we prepare for site visit.' Below this is a section titled 'What is the Magnet Recognition Program?' with tabs for 'The Program', 'Components', 'Professional Practice Model and Care Delivery System', and 'Quality'. The 'Components' tab is active, showing three expandable cards with questions: 'What is the Magnet Recognition Program?', 'What are the benefits of Magnet Recognition?', and 'What are the five components of the Magnet Recognition Model?'. Each card has a plus sign icon to its right. An 'Expand all' button is located at the top right of the card list.

Click here

A red hand-drawn arrow pointing from the text 'Click here' towards the right.

Click for [Toolbox](#) here

# Magnet Moments - Showcasing Nursing Excellence

## Unit Work in Action

### MAGNET MOMENTS

July 2025

**UPSTATE**  
Nursing

ANCC Magnet Recognition® is the most prestigious distinction that a health care organization can receive for nursing. Upstate University Health Systems (UUHS) has been credentialed as Magnet in 2021 and we are working toward our second. As a Magnet-recognized organization, UUHS achieves excellence in five key areas:



### 5E Operating Room

#### Enhanced Recovery After Surgery (ERAS)

Enhanced recovery after surgery is a protocol for surgical procedures. EVB practice that aims to optimize patient recovery. It is to reduce surgical stress and promote early recovery and return to normal function. It focuses on all stages of the surgical journey.



#### Increase Monitoring of Finger Sticks and Normothermia

Monitoring the outcomes of the finger sticks and normothermia of the patient during surgery. By following the steps during the surgery. Nurses can monitor patient progress and inform the surgeon and anesthesia if there are any changes that need to be made.

**COLLABORATION** Collaboration across teams and departments   **EDUCATION** Evidence-based best practices and research   **PROFESSIONALISM** Leadership in health care processes and delivery   **RESOURCES** Nurses who are empowered to lead and work independently   **HOLISTIC CARE** High standards and quality of care, resulting in better outcomes

### MAGNET MOMENTS

June 2025

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Nursing

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### Peds Ambulatory Hem/ Onc

#### Updated Magnet Board

Our magnet board was created! In the board we were able to highlight our staff through pictures and accomplishments. We added information about what it means to be Magnet Certified and how that impacts our unit. We also added a QR code to send staff to the Upstate Micro-credentialing page to help promote growth and continued education!

#### Magnet Ready and Increased Interest

Changing the out the board got a lot of attention on the unit and had piqued the interest of some nurses to investigate furthering their education. Additionally, many nurses stated feeling a little more comfortable with magnet, what it means and how to be ready for the appraisers.

**COLLABORATION** Collaboration across teams and departments   **EDUCATION** Evidence-based best practices and research   **PROFESSIONALISM** Leadership in health care processes and delivery   **RESOURCES** Nurses who are empowered to lead and work independently   **HOLISTIC CARE** High standards and quality of care, resulting in better outcomes

# 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**