



Frequently Asked Questions about Magnet

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Recognized Excellence, Designated Magnet

3rd Designation

◇ What is Magnet Designation?

- Being named a Magnet Organization is the highest level of recognition that the American Nurses Credentialing Center (ANCC) can accord to healthcare organizations which provide nursing care.

◇ Is this only for nurses?

- No! In fact, Magnet Designation honors the whole organization and everyone who is part of providing excellent patient care.

◇ Why is it important to be Magnet?

- Magnet Status recognizes excellence within our organization.
- Third parties (regulatory agencies such as Joint Commission and payors such as insurance companies) recognize that this says something good about VUMC and the quality of care we provide to our patients.
- Being a Magnet organization impacts standing among “Best Hospital” and other listings, which is helpful in recruiting and retaining great staff.
- Provides a competitive advantage in the region. There are currently only 3 Magnet organizations in TN

◇ What does it mean to be Magnet?

There are 5 Essential Elements of a Magnet Organization:

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

◇ What is a Site Visit?

On April 24-28, four Magnet Appraisers will visit all entities of VUMC: VUH, Children’s Hospital, the Psychiatric Hospital, and many of the Clinics, including 100 Oaks. They will make clinic/unit tours and have meetings with different groups of people to validate that the essential elements are present in our organization.

◇ How will this affect me?

You might encounter the Appraisers as they visit patient care areas of VUMC. There is a chance that they may stop and ask you questions about your role in patient care and how you are a part of the Team.

◇ If I encounter an appraiser, what might they ask me?

Questions will focus on your role. They might ask questions such as:

- What is your role on the healthcare team?
- How do you work with nurses to provide care for the patients?