

### Exemplary Professional Practice

- Knowledgeable experts are available for peer support and consultation both within and outside nursing.
- Nurses are expected to practice autonomously, consistent with professional standards. Independent judgment is exercised within the context of interdisciplinary patient care.
- Nurses incorporate teaching into all aspects of their practice. They not only teach patients, but serve as preceptors and mentors to new nurses, nursing students, and those with less clinical expertise.
- There's a sense of mutual respect among all disciplines resulting in positive interdisciplinary relationships.
- Models of care give nurses responsibility and authority for providing direct patient care. Nurses are accountable for their own practice and for care coordination.

### New Knowledge, Innovations &

#### Improvements

- Processes are in place that are proven to improve the quality of care delivered within the organization. Staff have access to appropriate resources.
- Clinical practice is based on best available evidence. Nurses at all levels use published research findings in their practice.
- The organization supports the advancement of nursing research and disseminates knowledge generated through nursing research to internal and external audiences.

#### Empirical Quality Outcomes

- Providing quality care is an organizational priority, and nurse leaders are responsible for developing the environment in which high-quality care can be provided. Nurses believe that they provide high-quality care of the patient.
- Focus on Outcomes occurs for patients, staff, the organization and the community.

For More Information :

Visit [www.VanderbiltNursing.com](http://www.VanderbiltNursing.com)

Or email questions to  
[Magnet.Education@Vanderbilt.edu](mailto:Magnet.Education@Vanderbilt.edu)

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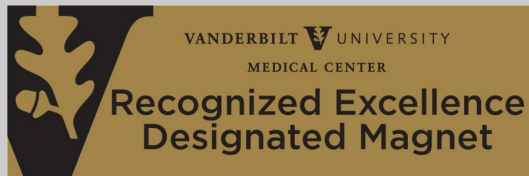
What You  
Need to  
Know About  
Magnet

*Recognized Excellence,  
Designated Magnet*

## What is Magnet Recognition?

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.

Only 7% of hospitals in our country are considered “Magnet Hospitals.”



## Vanderbilt’s Magnet History

Vanderbilt University Medical Center is the first institution in Nashville to be named a Magnet organization by the American Nurses Credentialing Center. VUMC was first recognized as a Magnet Hospital in 2006 and received its second Magnet designation in 2012. Achieving Magnet Recognition means satisfying a demanding set of criteria measuring the strength and quality of our nursing and interdisciplinary approach to patient care. More importantly for us, Magnet Recognition simply supports what we already know: Our nurses are among the best.

## The Five Essential Elements of a Magnet Hospital

### Transformational Leadership

- The CNO is positioned in the organization to effectively influence stakeholders and nurse leaders at all levels of the organization. He or she has a strong vision for the future, clinical knowledge and expertise, and conveys a strong sense of staff advocacy and support.
- The organization and its nurse administrators use a participant management style. Feedback from the staff is incorporated at all levels of the organization and is encouraged and valued. Nurse leaders are visible, accessible, and committed to communicating effectively with the staff.
- Nurses at all levels of the organization assume leadership roles.

### Structural Empowerment

- Community presence has been established through outreach programs resulting in the hospital being perceived as a strong, positive,

and productive community citizen.

- Other health team members characterize nursing services as essential to the quality of care delivery.
- Value is placed on both personal and professional growth and development. Clinical recognition programs are in place, as well as resources to aid in the maintenance of clinical competency. Orientation, in-service education, continuing education, formal education, and career development are valued.
- The organizational structure is flat, and unit-based decision-making prevails. Strong nursing representation is evident in the organizational committee structure. Executive level nursing leaders serve at the executive level of the organization. The CNO reports directly to the CEO.
- Creative and flexible staffing models are used. Staff is involved in developing personnel policies. There are significant opportunities for growth in both administrative and clinical areas.