The big news this month is that the Magnet document has been successfully submitted and received by the American Nurses Credentialing Center. Thanks to all who contributed to this enormous project that truly is a reflection of Vanderbilt Nursing, our culture and our collective dedication to patients.

The appraisers will take a couple of months to evaluate our submission, and we hope to know by December or early January if a site visit will be granted.

In the meantime, our Magnet champions are hard at work educating and encouraging staff in their units, departments and clinics. This newsletter will do its part as well, by focusing on Magnet-related topics for the next several months.

In this issue we look at professional practice and models of care. Please take some time to review the glossary of terms, links and general information that will prepare you and your colleagues as we progress throughout our second designation process.

I hope you enjoy this issue.

Marilyn Dubree, M.S.N., R.N., N.E.-B.C.
Regardless of their discipline, caregivers work as colleagues with mutual respect and strive to make meaningful contributions to achieve good clinical outcomes.

Exemplary Professional Practice also means that nurses ensure that there is equality in care. A hallmark of a Magnet organization is allowing for workplace advocacy initiatives which focus on ethical, privacy, security and confidentiality issues on behalf of patients and staff – such as topics discussed throughout VUMC’s unit boards and nursing councils.

Magnet organizations must provide a culture of safety, focusing on quality monitoring and ongoing improvement. Workplace safety for the nursing staff is continually assessed and addressed. Improvements are made as needed.

Patient satisfaction data that relates to nursing care and staff is also assessed and evaluated in comparison to national benchmarks. A Magnet organizations’s patient satisfaction data should outperform the national benchmarks, and VUMC consistently does this.

Nurses are also effective in using as well as developing and implementing action plans to improve outcomes whether those outcomes be patient or staff related.

Finally, nurses at Magnet organizations must have access to and use current literature and professional standards resources to make sure that their practices incorporate and reflect national standards for best practices. This also allows nurses to analyze data and use national benchmarks.

The fundamentals of Exemplary Professional Practice are:

- Professional Practice Model
- Care Delivery System(s)
- Staffing, Scheduling and Budgeting Processes
- Interdisciplinary Care
- Accountability, Competence and Autonomy
- Ethics, Privacy, Security and Confidentiality
- Diversity and Workplace Advocacy
- Culture of Safety
- Quality Care Monitoring and Improvement
Magnet by the Numbers

Literally everyone in the organization contributed to the creation of the Magnet second designation document by embodying the culture of VUMC Nursing. Submitting the Magnet document on Oct. 1 was the first phase of the process.

![Sabrina Downs, M.S.N., M.B.A, R.N., N.E.-B.C., director of Nursing Professional Practice, with the completed Magnet document.]

2,195 pages
7 books
28 pounds
10.25 inches high
408 days spent working on the document

Voices on Magnet

Magnet is an important part of our culture here at Vanderbilt and our Pediatric Critical Care Unit. We feel like it’s important to have staff recognize that on a regular basis and therefore we have put a piece into our weekly communication that we call Magnet Moments. Staff will recognize another staff member for assisting them and different things they’ve done as a team to help support our patients.

![Tanika Wilson, B.S.N., R.N., Assistant Manager Pediatric Critical Care Unit, Monroe Carell Jr. Children's Hospital at Vanderbilt]

Magnet Glossary

Exemplary Professional Practice
A way to describe practice where nurses are key members of an interdisciplinary, collaborative team that works to achieve high quality patient outcomes. It also includes staff having significant impact on staffing and scheduling processes, functioning autonomously, and being grounded by a culture of safety and quality.

Professional Practice Model
A description of how nurses practice in a highly collaborative and interdisciplinary manner to provide the highest quality care to those served by the organization. Vanderbilt has defined their model by putting patients and family at the core.

Care Delivery System
A system for the provision of care that outlines the nurses’ authority and accountability for clinical decision-making and outcomes. The care delivery system describes the context and manner in which care is delivered, the skill set required, and expected outcomes of care.

Quality Improvement
Process of continually evaluating existing processes of care and developing new standards of practice.

Standard
A norm that expresses an agreed-upon level of performance with the aim of achieving excellence in practice.

The Magnet Glossary was assembled by the Magnet Education Committee to define terms and explain how they relate to Vanderbilt’s Magnet designation.

Click here for the full Magnet Glossary

OCTOBER 2010  NURSING AT VANDERBILT UNIVERSITY MEDICAL CENTER 3
YE OLDE MAGNET FAIRE

The Magnet Education Committee is presenting a special Magnet Fair. Learn about the Magnet Essential Elements, view presentations by Magnet Champions and cast your vote for the best.

There will be refreshments, game booths and prizes for all attendees. Fairs will be held around the Medical Center, and all staff are encouraged to attend.

**On Campus:** Wednesday, Oct. 27, 7 a.m. – 4 p.m., Medical Center North Ballroom
**One Hundred Oaks:** Friday, Oct. 29, 8 a.m. – 5 p.m., Rooms 26102/26104 and 26103
**Williamson County:** Thursday, Nov. 4, and Friday, Nov. 5. Time and location to be announced.

Octoberfest Research Poster Sessions

From left, Pam Jones, M.S.N., R.N., Richelle Hamblin, M.S.N., R.N., Laura Anderson, R.N., Dana Johnson, R.N., and Anne Miller, Ph.D., discuss “Preventing Complications & Saving Money in Surgical Patients” at the Research Poster Sessions held Oct. 20 during Octoberfest.

New videos are available on Magnet’s 5 Essential Elements. Watch them now!

- Transformational Leadership
- Structural Empowerment

Jeff Balser, M.D., Ph.D., vice chancellor for Health Affairs, delivered the annual State of the Medical Center address on Sept. 20.

Watch it here and share your promise as a VUMC employee.