Nursing Reference Center

An Evidence-Based Nursing Resource that Can Help Hospitals Meet Magnet Requirements

- The Magnet Recognition Program® Overview and Review of How Nursing Reference Center Supports Magnet Certification
- Case Study — Torrance Memorial Medical Center Chooses Nursing Reference Center to Assist with Their Journey to Magnet Recognition
- Examples of How Nursing Reference Center Supports the 5 Magnet Model Components

Supporting All 5 Magnet Components

www.ebscohost.com/nrc
About Nursing Reference Center (NRC)

Nursing Reference Center is a comprehensive reference tool designed to provide relevant clinical resources to nurses and other health care professionals. NRC provides the latest national guidelines and evidence-based information for benchmarking, whether process- or outcomes-oriented. These drivers of excellence help to ensure continual improvement in clinical outcomes.

Nursing Reference Center Offers:

- More than 3,200 Quick Lessons and Evidence-Based Care Sheets to transfer education into knowledge
- Point-of-care drug information, patient education, best practice guidelines, detailed medical illustrations, the latest medical news, legal cases, research instruments, unique point-of-care reference books, etc.
- Nursing practice & skill documents and skill competency checklists help nurses achieve proficiency in new or updated procedures
- More than 700 Continuing Education modules supporting nursing standards of practice
- Ability to link to an organization’s CINAHL® database subscription—including CINAHL® with Full Text and CINAHL® Plus with Full Text—for direct access to the latest research articles, journals and other primary literature

What is Magnet Status?

The Magnet Recognition Program® was developed by the American Nurses Credentialing Center (ANCC) to recognize health care organizations that provide nursing excellence. Magnet designation is awarded by the ANCC to hospitals that satisfy a set of criteria designed to measure the strength and quality of their nursing practice.

Magnet status recognizes nursing excellence, including:

- Excellent patient outcomes
- High level of job satisfaction
- Low staff turnover
- Appropriate grievance resolution
- Involvement in data collection
- Nurses’ decision-making in patient care delivery
- Encouragement of advancing nursing practice education

Why Magnet Matters

Magnet-designated organizations report competitive advantages, including:

- Lowering employee turnover rates
- Increasing public confidence
- Creating a culture of empowerment, respect and integrity
- Reinforcing collaborative working relationships
- Boosting employee morale
- Increasing market share
- Attracting the highest-quality staff

How Nursing Reference Center™ Supports Magnet Certification

The Commission on Magnet created five model components to communicate the importance of Magnet organizations in shaping future changes essential to the continued development of the nursing profession and to quality outcomes in patient care.

Hospitals using EBSCO’s Nursing Reference Center—the leading clinical database for nurses at the point-of-care—satisfy applicable JCAHO standards and help meet the criteria for ANCC Magnet program model components status.

<table>
<thead>
<tr>
<th>Magnet Requirement</th>
<th>Description</th>
<th>NRC Supports Requirement*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transformational Leadership</td>
<td>Hospital leadership committed to nursing excellence while fostering new ideas and innovations</td>
<td>✔</td>
</tr>
<tr>
<td>Structural Empowerment</td>
<td>Nursing staff is developed, directed and empowered to accomplish organizational goals and achieve desired outcomes</td>
<td>✔</td>
</tr>
<tr>
<td>Exemplary Professional Practice</td>
<td>Establishment of strong professional nursing practice utilizing the latest available, evidence-based information</td>
<td>✔</td>
</tr>
<tr>
<td>New Knowledge, Innovation, Improvements</td>
<td>Includes new models of care, application of existing evidence, new evidence and visible contributions to the science of nursing</td>
<td>✔</td>
</tr>
<tr>
<td>Empirical Quality Results</td>
<td>Compares nursing and workforce outcomes, patient and consumer outcomes and organizational outcomes to quantitative benchmarks</td>
<td>✔</td>
</tr>
</tbody>
</table>

* See back cover for examples of how Nursing Reference Center supports the 5 Magnet model components
Torrance Memorial Medical Center is a locally-governed, 401-bed non-profit medical center in Southern California whose purpose is to provide quality health care services to neighboring communities. Torrance Memorial has joined the ranks of the top six percent of hospitals in the nation by earning the coveted Magnet recognition from the American Nurses Credentialing Center.

Identifying Hurdles to Achieve Magnet Status
Torrance Memorial took the first steps to achieving Magnet status in 2006 when it performed a “gap analysis.” The gap analysis provided a baseline measurement that clearly and specifically established just where the organization was in relation to the specific Magnet principles and standards. The results of the gap analysis revealed three items that would prevent Torrance Memorial from becoming a Magnet-designated facility:

1. The total number of certified nurses did not meet the benchmark
2. Lack of a shared decision-making structure (shared governance)
3. A need for nursing research and evidence-based practice

Addressing Gaps and Taking Steps toward Magnet Status

1. Increasing the number of certified nurses at the bedside
   In order to increase the number of certified nurses to meet the Magnet benchmark, the Torrance Memorial professional development council promoted national certifications, and the medical staff provided support for conference attendance and review course reimbursements. In addition, an Evidence-Based Practice/Nursing Research Fellowship program was created to show nurses how research, evidence-based practice and innovation can contribute to excellent empirical outcomes in a professional practice culture.

   Because of the professional development council’s initiatives, the number of certified nurses rose from 11% to 23% over a two-year period.

2. Create a sustainable shared governance structure
   One of the deficiencies identified in the gap analysis was the lack of a formalized shared decision-making structure. With the help of an Interdisciplinary Team that included employees from every area of the hospital—including pharmacists, nurses, physicians and many others—Torrance Memorial was able to create a sustainable shared governance structure.

   With the formulation of the hospital’s Interdisciplinary Team, Torrance Memorial’s shared governance structure was born. Not only do they now have a total of 45-department Operations Councils, but their model was highlighted in an ANCC publication, *Guide for Establishing Shared Governance: A Starter’s Toolkit*, as a best practice.

3. Establishing nursing research and evidence-based practice with *Nursing Reference Center*
   In an effort to take Torrance Memorial through the final steps of the Magnet process, Nurse Researcher Linda Lillington, RN, DNSc, looked for an online, comprehensive clinical resource for nurses that was evidence-based, available at the point-of-care and aligned with Magnet requirements and The Joint Commission.

   *Nursing Reference Center* was chosen because it is evidence-based, supports Magnet certification requirements, and includes drug, patient education and skill/procedures information, as well as CEUs. In addition, NRC offers free remote access, is user-friendly, and comprehensive on-site training is available for all staff.

   With the addition of NRC, Torrance Memorial had the evidence-based reference tool that would help the medical center to achieve Magnet designation. In addition to fulfilling Magnet requirements, providing NRC not only enhanced the clinical team’s knowledge, but also sparked innovative ways to produce positive patient outcomes.

Road to Designation—and Better Patient Outcomes
The decision to endorse NRC as the information resource of choice for nursing and allied health professionals clearly reflects a commitment to clinical excellence and advocacy for patients and staff. Best practices in patient care and safety, as well as access to the primary literature from the world-renowned *CINAHL* database—a virtual library—further demonstrate this commitment.

The initial Magnet application of intent was submitted on August 24, 2009, and Torrance submitted their web-based documentation to the Commission on Magnet on February 1, 2011. The commission then reviewed their documentation and determined the organization scored in the range of Excellence. A three-day site visit was slated for October 17, 18 and 19. The Magnet appraisers were thoroughly impressed with each and every nurse they encountered. “It was obvious that what was submitted in our document was truly alive at our organization,” said Maricarmen Luhrsen, RN, MSN.

On December 14, 2011, Torrance Memorial Medical Center became the first hospital in the Southwest Region of Los Angeles County to receive Coveted Nursing Magnet Designation. Congratulations to Torrance Memorial!

“*Nursing Reference Center* aligns nicely with Magnet and Joint Commission requirements. I was particularly impressed with the rigorous process used to develop the evidence-based practice resources. The practice setting is continually challenged to provide care based on the best evidence. I feel confident that the content in *Nursing Reference Center* meets this requirement.”

– Linda Lillington, RN, DNSc
Nurse Researcher, Clinical Education
Torrance Memorial Medical Center
Nursing Reference Center Supports the 5 Magnet Model Components

Component 1:
Transformational Leadership

Key Concepts: Culture of work environment, leadership, values and norms, knowledge, staffing, appraisal, communication, learning environment, professional practice models

NRC Provides: Clinical Resource of Choice—A Commitment to Excellence, Best Practices

Component 2:
Structural Empowerment

Key Concepts: Structural empowerment, teaching and role development, job satisfaction, organizational decision making, nursing autonomy, shared governance

NRC Provides: Clinical Assessment Tools, Evidence-Based Care Sheets

Component 3:
Exemplary Professional Practice

Key Concepts: Empirical outcomes, quality improvement, culturally competent care, nursing standards, nursing skills, professional practice models, diversity, patient rights

NRC Provides: Individualized Plan of Care, Recognized Standards of Practice, Skills

Component 4:
New Knowledge, Innovation, Improvements

Key Concepts: Evidence-based practice, sources of knowledge, lessons, continuous quality improvement, medication nursing implications

NRC Provides: Evidenced-Based Quick Lessons, Drug Information

Component 5:
Empirical Quality Results

Key Concepts: Outcomes, guidelines, quantitative outcome requirements, benchmarks

NRC Provides: Nursing Turnover Impacting Outcomes, Benchmarking/Quality Improvement

Sample Search: “Nursing Leadership”

Sample Search: “Job Satisfaction”

Sample Search: “Culturally Competent Care”

Sample Search: “Pressure Ulcers and Incontinence – Quick Lessons”

Sample Search: “Patient Care Outcomes”